



NORTHERN TERRITORY POLICE NEWS

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

March 2009
PP337586/00077



The Glen Huitson Medal

AWARDED FOR THE MOST CONSISTENT APPLICATION
IN ALL AREAS OF TRAINING THROUGHOUT THE
RECRUIT TRAINING COURSE



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FRONT COVER

NTPA President Vince Kelly presents the Glen Huitson Trophy to Nicholas Bencsevich.

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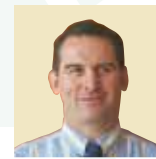
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PRESIDENT'S MESSAGE

I EXTEND THE SYMPATHY OF ALL OUR MEMBERS TO THE VICTORIAN FAMILIES AND COMMUNITIES WHO HAVE LOST FAMILY, FRIENDS, AND NEIGHBOURS IN THIS OVERWHELMING TRAGEDY.

At the time I commenced preparing this article my initial focus was on the economic crisis, however, the tragedy of the Victorian Bushfires is a stark reminder of the important things in life – our loved ones – and how quickly your life can change. As always whenever tragedy strikes, the generosity of spirit of serving Police Officers at the centre of any tragedy and the many more watching from afar is inspiring.

Our office has been inundated with requests to provide assistance not just in Victoria but in the flood affected areas of North Queensland. Of course eventually the media focus will shift and many of these devastated communities and families will rely on our interstate colleagues as they rebuild their lives. Ultimately, for the majority of Police Officers it is tragic events and the desire to help other people in times of calamity that provides our real motivation for joining the Police profession.

I extend the sympathy of all our members to the Victorian families and communities who have lost family, friends, and neighbours in this overwhelming tragedy.

With these thoughts in mind it is difficult to focus on the other challenge that has emerged over the past six months – the economic crisis and what that might mean for us all now and into the future. Many commentators and analysts have suggested that people in secure, well-paid government jobs might not even notice the economic crisis.

In light of the fact that many of these analysts predicted just over

12 months ago that the economic boom would continue, I believe the prudent will be planning for a deep and long recession.

It is already evident that both the Federal and Territory Governments will be running “temporary” deficits for some period – whatever that definition means. Irrespective, it is reasonable to assume that we will all be the subject of government cost-saving measures over coming months and budget cycles.

Even if the situation improves sooner than expected it is almost impossible to see how the current crisis will not impact on the 2011 Consent Agreement negotiations or in other areas covered by our industrial agreements. We may get some idea of how governments will deal with police conditions of service during the upcoming NSW police wage negotiations.

We have included in this edition an opinion piece by Ron De Lord, a successful police union leader from the anti-union US State of Texas (the Republic) outlining how governments in the US are dealing with the rising cost of professional Police Officers. While the US experience may be different to our own, in some ways there is a message here and we must as a collective prepare for all possibilities in the short, medium, and long term.

As part of that process, the NTPA Executive conducted a strategic planning workshop in February, with the valued assistance of Greg Chilvers from the NSW Police Association, to consider the political, economic, and industrial environment that confronts us and



VINCE KELLY
President, NTPA

what opportunities and threats arise from that environment.

At the time of writing, the workshop report is being finalised; however, it is apparent that we as an Association need to evaluate the expectations and aspirations of our members as soon as possible in a scientific manner.

This will be a significant undertaking and Association officials will be focused on this task over the coming months. Like anything we undertake our success will depend on your support and cooperation.

Despite all the dark clouds gathering, particularly on the economic front, I am encouraged by the level of commitment from members to our Association I have encountered during regional visits I have undertaken with Owen Blackwell in recent months.

These regional visits have reinforced with me how dedicated Police officers are to our job of serving the community. I am continually amazed at what you and your families will endure to provide protection to the community generally without complaint.

The other aspect of these regional visits that I have found rewarding is the personal reminder of the enjoyment I had carrying out remote policing as a younger Police Officer.

The personal dedication to the job I witness on a daily basis despite all the challenges we face reinforces my earlier observation that it is the desire to help other people in times of calamity that provides our real motivation for joining the Police profession.

INDUSTRIAL NEWS

IN DECEMBER 2008 I TRAVELLED TO ALICE SPRINGS ALONG WITH NTPA PRESIDENT VINCE KELLY, AND EXECUTIVE MEMBER STEVE MARTIN.

In Alice we were joined by the southern Welfare Officer, Ian Kesby. The four of us visited Ti Tree, Yuendumu (overnight), Papunya, Kintore (overnight), Hermannsburg, Kulgera, Yulara (overnight), Imanpa and Alice Springs. We were able to time our trip to ensure we were in Alice for the farewell of a longstanding member, Graeme Farquharson.

Steve and I worked at Papunya and Yuendumu respectively in the late '80s/early '90s and bored Vince Kelly and Ian with tales of "I remember when....." We enjoyed exceptional hospitality everywhere we stayed and thank all the members and families for making us welcome.

Vince Kelly and I returned to Darwin by road and stopped at Ti Tree for the annual cricket match. Vince Kelly, due to injury, was commissioned as umpire and took up position in a folding chair at square leg. As the game drew to a tense close, Vince Kelly was concerned about some of the more questionable calls from the other umpire. Upon querying these as perhaps being slightly unfair, he was told: "Yeah I know, but I don't like that bloke". Upon learning this previously unknown rule of umpiring, Vince Kelly went on to make some truly inspired decisions of his own. The outcome was a win to the

roadhouse team over the police team for the first time.

We then took up Tennant Creek's invitation and enjoyed a great night at their Christmas party, then a slow drive back to Darwin the next day.

In January this year Vince Kelly and I travelled to Lajamanu (overnight), Kalkaringi, Timber Creek (overnight) and Katherine (overnight) then to Pine creek, Daly River and Adelaide River. We had an enjoyable evening at Lajamanu with the members stationed there along with the Kalkaringi members and the Katherine traffic RAP patrol. We followed up with another great night at Timber Creek. Lucky we travelled into the VRD district when we did as the following week the road was cut at the Victoria River crossing on the Vic Highway.



Yuendumu Police Station.

Issues raised with us on these trips include:

THEMIS:

At Yuendumu we were advised of plans by the department to station THEMIS members there. This was repeated by members at Kulgera. Since this trip, we have been advised that the placement of members at Kulgera is not going ahead. Yuendumu members advise us that a substantial amount of their



Kulgera Police Station.



OWEN BLACKWELL
Industrial & Field Services Officer



Hermannsburg Police Station.



Kintore Police Station.



Papunya Police Station.



Imanpa Police Post.



Yulara bathroom.



Yulara kitchen.



Yulara shower.



Yulara fencing.



Yulara AC vent.

work takes them to Yuelumu some 80km from Yuendumu. Similarly to Ali Curung it is confusing why members are being placed at a station which is clearly too small to accommodate extra staff when the trouble is an hour's drive away.

Given that THEMIS is federally funded, we can only assume the reason for not building and staffing extra stations is to avoid placing NT police officers at the extra localities. Whilst this will avoid impacting on NT staff levels, the decision seems to fail to take into account the added burden on already small stations struggling to accommodate the permanent NT members stationed there, notwithstanding the renovations of station to accommodate new members. The placement of THEMIS members at permanent NT stations will also develop a situation whereby police officers doing the same work, at the same station and in the same conditions will be accessing very different pay scales.

All of these issues have been raised with A/C Kelly when he briefed an executive meeting on sixth February. At this time the department is going ahead with the deployment of the extra members and we have been advised that renovations have been done at stations to accommodate the extra staff. I recall travelling to Maningrida in 2002 relieving as OIC with on other member, and now there is a Brevet Sergeant, three constables (one supernumerary) an ACPO and three THEMIS members. It will be interesting to see what the department's proposed resource allocation model comes up with for Maningrida.

Further to the placement of extra members is the added onus of bush stations relieving at THEMIS postings in their district. Members at Yuendumu have relieved at Nyrippi and similarly members at Hermannsburg have relieved at Haasts Bluff. This is a situation which places extra workload on already busy stations and whilst the members benefit by accessing improved pay scales, it certainly does nothing to ease the discord with THEMIS stations.

STAFFING:

Staffing levels were raised as an aside to THEMIS stations. Whilst, obviously, some stations have clearly been identified by the department as requiring extra staffing, hence THEMIS postings, all stations we visited indicated a need for extra staffing. At Batchelor, members indicated that Territory Housing now had a policy to house the 'overflow' from Darwin and Palmerston to Batchelor. The matter has been raised by the members there with TH, with no avenues of negotiation. It was indicated to us that Adelaide River now spend a majority of their time attending and giving assistance to Batchelor members. As indicated, the department has been working on a resource allocation model, and this will be supplied to the Association when complete.

LEASE AGREEMENTS:

Whilst travelling throughout this region we were advised of 'lease agreements' that members in remote localities had been sent to sign. This was causing a great deal of ire with most of the members due to the clear differences in quality of housing as well as quality of living between rural and urban areas. We were able to quickly have these documents recalled after a discussion between Vince Kelly and the HR department. I'm confident there will be proper consideration given to conditions in rural areas prior to any further requests to complete lease documents.

BUSH INCREMENTS:

At most of the bush stations we visited, the members raised the problems with accessing an extra increment, as per the 2005 CA. All of the members had transferred to their localities prior to the 2008 CA and were entitled to the increment. Since returning we have been able to ensure that these members have accessed these entitlements including back pay to when they were transferred.

HOUSING:

I was also able to inspect housing at Yulara and Ti Tree and whilst we

acknowledge that these are part of the housing upgrade program, it is truly unfortunate that the houses have been ignored for the extent of time that they have, leading to the condition that they are in now. The current OIC at Yulara is being paid TA as the residence he was expected to move into was in a truly abominable condition.

Problems with one of the houses at Yulara currently being lived in included:

- Old evaporative aircon units used to duct into the houses have been removed and the ends of the ducting into the residences have merely been cardboarded and taped up.
- No kick boards throughout the house
- An old extraction fan screwed into the bottom of the cupboard unit rather than a proper range hood
- No cupboard/cabinets in the bathroom to put all their toiletries in
- The shower cubicle being approx 50cm deep
- The fence for the property going only as far as the verandah – no fence where the property boundary actually exists.

At Ti Tree, the problem with the older residence persists in relation to excessive power bills due to the air-conditioning. We have had meetings with Territory Housing and requested further assessment of the property at Ti Tree as to whether it is truly viable to continue with its upgrade.

At Timber Creek, the houses and station continue to sink on the unstable ground. Vince Kelly located the visitors' book and he and I last visited Timber Creek together in April 1994. I recall the station and houses were facing troubles then and certainly in visits to the area in the past 10 years the problem has been exacerbated. The timeframe for the relocation of houses and station at Timber Creek is being held up whilst negotiations continue to find suitable land at Timber Creek.

Whilst at Lajamanu we were advised that the OIC's wife had received an electric shock from a light switch. Due to her being four months

pregnant, there were considerable concerns for her and for her unborn child. We have been advised that after scans from her specialist in Perth, all is OK. Since this incident, the houses at Lajamanu have both had safety switches fitted.

Again, we acknowledge that many of the problems listed above are on the upgrade program and will soon be dealt with, but the fact that the houses have got into this condition over previous years is regrettable, given the housing conditions members are putting up with now. There is a separate article in this magazine detailing the ongoing upgrade program.

To finalise issues surrounding housing, on our next trip to Groote and Gove, Vince Kelly and I will be accompanied by personnel from Territory Housing and Police HRM to sit down and explain to members the problems faced with the program, the scoping that has been done and the future plans to finish the upgrading of remote housing in these areas.

I will be continuing regional visits throughout this year, accompanied by Vince Kelly and hopefully other executive members. We have found that these visits are rewarding both on a personal level with the hospitality we receive and also on a professional level as we are able to gain a comprehensive insight to issues faced by members throughout the NT.

Over the weekend of the 6th – 8th February a strategic planning meeting was attended by all executive members. This meeting developed forward planning measures to be undertaken by the association executive and staff. Later this year we will be forwarding a questionnaire to ascertain ongoing issues of concern and also to gauge a direction for the next EB in 2011.

By the time this magazine is published, nominations will have been called for executive positions with the ballot going ahead in April. I urge all members to participate in this ballot as a high return is a sign to the department, and the government, of an engaged membership with a strong interest in the ongoing rights and welfare of all members and their families.



Tennant Creek Christmas Party.



Vince Billy Bowden Kelly.



Owen THE DON Blackwell.

ROB PERRY

Industrial/Legal Officer



AVOIDING DISCIPLINARY ACTION IN THE INTERNET AGE

Members will be aware of a number of recent incidents in which photographs/video clips of police “on duty” have been published in the print media and on sites such as “U-tube”. These incidents have resulted in differing reactions from Police management; however, members need to be careful in their use of digital cameras and mobile phones both on and off duty.

Whether we like it or not, once a digital image is obtained by the media, appears on a web site or is made public in some other way, the Commissioner of Police may take action.

A member’s conduct may be called into question if the Commissioner believes, objectively, that the member has conducted him or herself in such a way as to have committed a breach of discipline contrary to section 76 of the *Police Administration Act* (“the PAA”).

Relevant to this article, s.76 states:

76 Breaches of discipline

A member commits a breach of discipline if the member –

- (a) engages in disgraceful or improper conduct, either on or off duty;
- (b) ...;
- (c) contravenes or fails to comply with a provision of a Code of Conduct referred to in section 14A(2);
- (d) ...;
- (e) ...;
- (f) ...;
- (g) is convicted of an offence, whether within or outside the Territory; or
- (h) ...

DISGRACEFUL OR IMPROPER CONDUCT

The first thing to note about this breach of discipline is that a charge can be brought relating to conduct that a member engages in “either on or off duty”.

Section 76(a) places a stricter burden on a member of the Police Force than employees in most other occupations through its application to off duty conduct, the meaning of the words “disgraceful or improper” are to be understood in the ordinary meaning of those words.

“Disgraceful” is defined in the *Concise Oxford Dictionary* as meaning “shameful, dishonourable; degrading”; whilst “improper” is relevantly defined as meaning “unseemly, indecent; not in accordance with rules of conduct”.

The obligation on members imposed by s.76(a) is therefore that they are to conduct themselves at all times, on and off duty, in a manner that cannot be seen to be “shameful, dishonourable or degrading” or “unseemly, indecent and not in accordance with rules of conduct”. The latter in the case of the Police Force includes breaches of the Code of Conduct, which is discussed below.

CODE OF CONDUCT AND ETHICS

All members are no doubt aware that they are obliged to comply with the terms and conditions specified in the Northern Territory Police Code of Conduct and Ethics (“the Code”).

The Code has adopted and embraced the *Australasian Police Statement of Ethics* which includes in part:

The Statement details principles for the proper conduct expected of our members and includes community rights and expectations.

Duty	...
Integrity	We act with integrity. We are honest in our dealings with people, and with ourselves.
Respect	We respect the worth and dignity of all. We treat all people with empathy and equality.
Responsibility	...
Accountability	...

What is important to note here in the context of this article is that members must at all times, whether on or off duty, keep in mind that they are obliged to ensure that their own actions do not have a detrimental effect on the integrity and respect of others. Members should at all times consider the possible consequences of their actions on others, particularly the possibility that third parties may seek to exploit recorded activities of members out of context for their own ends. The possibility always is that a member will be called upon to explain the repercussions that such disclosure might have on the reputation of the Police Force.

The Code then goes on to advise members on their own personal conduct, stating relevantly:

Members’ behaviour on and off duty may often be the subject of public scrutiny and comment. Members must act with honesty and integrity at all times.

Members must always conduct themselves, both on and off duty, in a proper manner that does not bring, or has the potential to bring discredit to, or adversely affect, the police force.

To maintain the respect of the community it is critical that members' conduct on and off duty is beyond reproach, members should endeavour to be role models for the community (emphasis included and defined within the Code to be prescriptive).

These provisions expand upon the obligations imposed under s.76(a) of the PAA not engage in disgraceful or improper conduct and reinforce the point that police officers must give consideration to the possible implications that their own actions may have on the general reputation and integrity of the Police Force.

PROTECTING OFFICIAL INFORMATION

Members must not access, use or disclose any official information, without proper authorisation or in circumstances that amount to a misuse of information...

Any access to official information must be related to your specific duties. Such access must be appropriate, ethical and authorised.

The Commissioner has in the past treated allegations of improper use and/or disclosure of information seriously and the disciplinary consequences of such breaches of discipline can be severe.

Breaching this obligation may be the result of actions that a member at the time may believe is innocent enough, but with hindsight may later come back and haunt them. The emergence of internet sited "chat rooms" such as *Facebook* and other similar electronic communications are a potential for such breaches – all be it unwittingly. A simple message to a friend via these kind of media that their name had been mentioned somewhere or that the member had noted that they had been mentioned in a PROMIS entry as a witness to an incident could be

enough for the Commissioner to consider charging the member with unauthorised use or disclosure of information.

Members should be extremely cautious should they contemplate setting up an access page on this type of media.

MEDIA RELATIONS

Members may only release information to the media in compliance with NTPFES Media Policy.

Information published in the media that appears to be from a police

rest with the Commissioner or his delegate¹. In many cases, the member's conduct in the aftermath of their actions that may be the subject of a charge of an offence will be just as relevant as the impugned conduct itself – that is, the actions of the member immediately after the conduct that is complained of will, where they are considered to be an attempt to "cover up" or reduce the impact of the impugned conduct, be treated as aggravating circumstances and will lead to greater disciplinary penalties.

Members should also be mindful of the potential for damage that images such as photographs and video streaming might have on that member's reputation and that of the Police Force.

communication or source that is not in accordance with the NTPFES Media Policy will not be tolerated. Such information can include, but is not limited to, police information or administrative issues.

Again, members should keep well in mind what they pass on to friends and acquaintances by way of verbal, written or electronic means. If you are the source of something that finds its way to the media and you are later identified, regardless of whether you intended that information to be published or not, you may find yourself the subject of serious disciplinary charges.

CRIMINAL CONVICTION

The implication for a member who is found guilty of an offence is obvious. Members face dismissal from the Police Force if they are found guilty of serious criminal offences or have acted in such a way as to compound a strict liability offence (such as offences against the *Traffic Act*) with an aggravating act of dishonesty (such as making a false report about a traffic accident that they have been involved in either on or off duty).

In every case, the impact of a conviction in terms of s.76(g) of the PAA on a member's career will

SUMMARY

Members need to keep in mind at all times the possibility of disciplinary proceedings for their actions, whether on or off duty, that could be viewed by a third party to be inappropriate behaviour or behaviour that could impugn the reputation of the Police Force.

Members should also be mindful of the potential for damage that images such as photographs and video streaming might have on that member's reputation and that of the Police Force should they come into the possession of third parties (by whatever means) and are then brought into the public eye through on-line media such as *Facebook* and U Tube.

Finally, members should be vigilant as to what they relate to their friends and acquaintances outside of the Police Force in social surroundings when discussing their own work, having care for the release of details of any matter that could fall foul of their obligation not to release official information.

¹ The Deputy Commissioner has been granted a delegated power of dismissal by the Commissioner of Police in accordance with section 14(3) of the PAA.

NATIONAL POLICE SERVICE MEDAL

MARK BURGESS

Police Federation of Australia



AFTER ALMOST TWO DECADES OF DEBATE, THE FEDERAL GOVERNMENT HAS ANNOUNCED THAT AUSTRALIA'S POLICE WOULD IN FUTURE BE AWARDED THE NATIONAL POLICE SERVICE MEDAL (NPSM) IN LIEU OF THE NATIONAL MEDAL IN RECOGNITION OF THE SPECIAL STATUS POLICE HAVE BECAUSE OF THEIR ROLE PROTECTING THE COMMUNITY. THE DECISION TO AWARD SUCH A MEDAL HAD TO BE AGREED TO BY HER MAJESTY THE QUEEN AS THE MEDAL WILL BE RECOGNISED IN THE AUSTRALIAN HONOURS SYSTEM.



The PFA raised this issue with the previous Federal Government in 2006 and at the same time sought the support of Police Commissioners. We also sought a commitment from all major political parties in the lead-up to the 2007 Federal election. The announcement in December was the culmination of a long period of lobbying by the PFA.

We are currently making comment to the Government on our views of the Regulations and protocols that will underpin the medal and look forward to further formal announcements as we move towards the first medals being awarded in the second half of 2009.

Mark Burgess was appointed the Chief Executive Officer of the Police Federation of Australia on 6 December 2000. He joined the NSW Police Service in 1988 and was promoted to Sergeant in 1996. He holds a degree in Justice Studies from Newcastle University as well as a Masters in Public Policy and Administration from Charles Sturt University. He was full-time President of the NSW Police Association for two-and-a-half years immediately preceding his appointment as PFA Chief Executive Officer.

NATIONAL POLICE SERVICE MEDAL (NPSM)



MEDAL DESIGN.

The medal is 38mm in diameter and is finished in cupro nickel with the Crown of the Sovereign located on the suspender bar. The obverse (front) of the medal features the seven-pointed Federation Star representing the Commonwealth of Australia.

The Federation Star is located inside a circular checkered band, which is the internationally recognized symbol of Police Forces worldwide. The checkered band is unbroken and surrounds the star, signifying the unity and cooperation between each of the individual state and territory Police Forces, which thereby join together as a shield to protect the entire Commonwealth.

The reverse of the medal features the words 'FOR SERVICE IN AN AUSTRALIAN POLICE FORCE'. A raised plinth is centrally located on the reverse for the recipient's details.

Medal Ribbon:

The medal ribbon draws inspiration from Police awards under both the Imperial and Australian Honours and Awards systems and is colored blue and white – the traditional colors signifying Police service.

In the centre of the ribbon is a single red stripe, which acknowledges the volatile and dangerous nature of police work and the requirement for Police to go out armed to protect the community. By the nature of their duties, Police face danger daily – and the single red stripe recognizes that they are in effect, always on 'active service'.



JOHN FAULKNER
CABINET SECRETARY
SPECIAL MINISTER OF STATE
BOB DEBUS
MINISTER FOR HOME AFFAIRS

MEDIA RELEASE

Sunday 14 December 2008

NEW POLICE MEDAL FOR DILIGENT SERVICE

The Rudd Government has announced a new National Police Service Medal which will be awarded to State, Territory and Federal Police in recognition of long and diligent service.

The Minister for Home Affairs, Bob Debus, said the medal recognised the special status police had because of their role protecting the community.

"This new medal shows our continuing support for the work done by the 50,000 men and women who place their own safety at risk to protect our quality of life, security and freedom.

"I would also like to acknowledge the work done by the Police Federation of Australia, which consistently raised the issue with me on behalf of its members," Mr Debus said.

Cabinet Secretary, Senator John Faulkner, said the Queen had approved the establishment of a separate medal in the Australian honours system.

"Recognition for police service since the establishment of Australia's national system of honours and awards in 1975 has been through the *National Medal*.

"The *National Medal* will continue to recognise long and diligent service by members of organisations that help the community during times of crisis, including fire, ambulance, emergency and voluntary search and rescue organisations," Senator Faulkner said.

The Chief Executive of the Police Federation of Australia, Mark Burgess, said the decision would be welcomed by members.

"It is a tangible acknowledgement by the Government of the unique role that police officers play in the preservation of peace, the protection of life and property and the maintenance of law and order throughout Australia," Mr Burgess said.

Police will have to serve a minimum of 15 years to be eligible and consultation will now commence to determine the eligibility criteria and medal design.

Eligibility for the award will commence 30 October 2008 and it's expected the first awards will be made in the second half of 2009.

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PFA WELCOMES FEDERAL GOVERNMENT NATIONAL POLICE AUDIT

Federal Minister for Home Affairs Bob Debus has announced a “National Audit of Police Capabilities” in line with the government’s pre-election commitment to the Police Federation of Australia.

The audit will be conducted by Mr Roger Beale AO who has extensive experience working at senior levels of government.

The PFA has welcomed the announcement as a vital first step in a wider pre-election commitment from the ALP on

national workforce planning issues and has called upon all police jurisdictions and governments to play an active role in the process.

In the lead-up to the 2007 Federal election, the PFA sought the then Opposition’s commitment to “...support and fund a National Police Workforce Planning Study commencing in 2008 as a collaborative effort between the Australian Government, the PFA and all state and territory jurisdictions”.

The ALP response was that they would “...undertake a comprehensive workforce planning study following

the audit of police capability set out in Labor’s five-point Federal policing plan.

Labor is committed to conducting a Federal audit of police capabilities in 2008 and would encourage all states and territories and the PFA to participate in a national policing white paper to establish a coherent and coordinated national policing strategy”.

This national audit will provide an opportunity to take a snapshot of resources, equipment, skill levels, and other relevant issues across Australia’s police.

– **Mark Burgess**

10TH ANNIVERSARY OF THE DEATH OF BREVET SERGEANT GLEN HUITSON

AUGUST THREE 2009 WILL MARK THE 10TH ANNIVERSARY OF THE DEATH OF BREVET SERGEANT GLEN HUITSON. GLEN WAS SHOT AND KILLED WHILE PERFORMING HIS DUTY ON 3RD AUGUST 1999 IN THE VICINITY OF THE INTERSECTION OF OLD BYNOE ROAD AND THE STUART HIGHWAY.

Our Association is acutely aware of the other men and women who have been killed in the execution of their duty, died whilst serving or who have arguably died before their time due to the rigours of operational police work. It is our belief that recognition of Glen's death on this significant anniversary will serve to highlight both his sacrifice and the sacrifice of many others.

Glen was recognised as one of nature's gentlemen, a selfless police officer committed to his job and the community, particularly the Aboriginal community. Perhaps more importantly he was a dedicated son, brother, husband, father and friend. For all of these reasons the impact of Glen's death was magnified many times over.

For many, including those who resigned or retired prior to this tragic day, Glen's death became an historic signpost which underlined how much the NT Police Force

and policing the Territory had changed since Cyclone Tracy in 1974 and before that since the murder of Constable Bill Condon in 1952.

For all of these reasons and many others it is the intention of our Association in conjunction with the NT Police Force and NT Police Legacy to mark the 10th Anniversary of Glen's death with a significant commemorative service.

The service will allow us to remember Glen and all of our fallen, to share the sacrifice of his family, and to acknowledge the enormous community support we received ten years ago.

It is also our intention to use this occasion to promote the good work of NT Police Legacy in supporting the families, particularly the children, of deceased members.

Two events are planned:

12 noon, 31 July 2009:

Glen Huitson Memorial
Police Legacy Golf Day

9 am, 3 August 2009:

Commemorative Service
Glen Huitson Memorial
Old Bynoe Road

In support of our commemorative activities, the Darwin Airport Resort and the Darwin Airport Inn have offered a special accommodation rate for the weekend of \$220 per night for a standard room.

You should remember as this is the Darwin Cup weekend accommodation is at a premium and bookings should be made soon. If you require accommodation please call either of the above resorts on 1800 600 975 or 1800 451 996 respectively and advise the reservations clerk you are booking as part of the Huitson Commemorative activities.

Check out updates on the planned activities on our website www.ntpa.com.au or register your interest now in the Commemorative Service and the Golf Day. Please contact our office on 0889818840 or via email at admin@ntpa.com.au.



Photos left-right: Farkie and Steve Martin; Farkie's girls singing their tribute; Farkie and Mick Potts; Farkie, Steve Martin and Vince Kelly; NTPA presentation.

FARKY'S RESIGNATION

Dear Vince,

After over 27 years of service (with lots of laughs and some minor headaches!!) my resignation date will be on the 20th February 2009 I tender my resignation from the NTPA.

Vince, I would like to thank the association and yourself for all the hard work and dedication the association executive and branches have performed both on behalf

of myself and your members generally. I have enjoyed good pay and excellent conditions over the last three decades due to the work of the association. My only regret is that I did not contribute as much of my time to assist the association as I should have. Your support of members and families came home to us recently during my wife's serious illness almost six months ago. The cards, phone calls

and flowers were appreciated and it was good to know we were being thought of during this time.

My address will be 14 Bates Court, Greenwith, SA and I would request a copy of the NTPA magazine if at all possible.

Carry on the good work, all the best for 2009 and beyond,

Yours sincerely
Graeme Farquharson

ODE TO FARKY

SUNG TO THE TUNE "FAIRY TALE OF NEW YORK" BY THE POGUES

On a rainy day
Farky left old' Ireland
With a backpack, dreaming of
adventure
Left to Australia
To fight the drunkards
Conducting searches
He became a territory cop

There are drunks, smell like skunks
There are shitty wee teens

But there's friends and old
comrades
For the times in between...
Farky entered the force
Best dressed man, about town
Patrols to old 3-ways
Tennant Creek was the town...

Elliot, gosh we liked
Bartending for Spike
Queenie Martin was kind
But Mart he did find...
Spent days at the lake
Haggis he tried to bake
He drove out of Elliot,
Saying feck' that was great!

Chorus:
The boys of NTPD squad
Were eating choccy buns
And the sound of sirens rang
Throughout the camps

Hunting crocs
In the stream
Chasing buffaloes away
Cyclones were the highlight of the day

The Hickeys, the Breeds
Camping trips, catch a feed
Farky 'oh what class'
Please don't flash us ur arse

Chorus

With many years in the force
Headed to Alice of course
Bo's and Skankies,
Police club too...
The soccer mob, the Irish crew
So raise your glasses and
Toast to Farkies spew...

Chorus x 2



FARKY'S POEM

Ireland I left in nineteen eighty,
The decision I made was rather weighty,
Like Paddy, Mick and Big Fat Seamus,
I'll go overseas and be right famous,

I was not unhappy on the farm,
I knew I'd never come to harm,
Cattle and sheep was all I knew,
I needed something else to do,

I left the airport of Belfast,
My friends they said, "you'll never last"
You'll miss the harbour bar,
you'll miss the anchor,
You'll be home soon, "ya big wanker"

I saw a film about Australia,
They're good people, they'll never fail ya,
The chicks on the beaches wear no clothes,
'Cept nail varnish on their toes,

In Brisbane town I soon landed,
Soon a job I was handed,
The foreman said, "are you a worker?"
I'm from Ireland, I'm no shirker,

A year of dusty building sites,
I'm sick and tired of climbing heights,
A map of Australia I did unfold,
I found the Territory, a land of gold,

I headed north on me motor bike,
Cammooewel, I did not like,
The Territory will be much better,
I wish me ma would write a letter,

I signed upon the dotted line,
I knew that things would work out fine,
I was going to be a copper,
Things got bad, I met Bert Hofer,

At Cockroach Castle I done me training,
The heat and flies, it was sometimes
raining,
At six in the morning we'd go for a run,
With a roaring hangover t'was no fun,

The sergeants they all taught me law,
'Til the acts I knew without a flaw,
I knew that stealing was really bad,
And killing people was terrible sad,

They taught me how to use a baton,
Bad people I now could flatten,
They taught me how to point a gun,
I used it once nearly hit the sun,

Ten weeks in Darwin was just great,
Cold beer and discos I didn't hate,
I like this town I will stay here,
With any luck for my whole career,

The super said, "you must go",
And don't you flamin' dare say no,
A lovely village called Tennant Creek,
I am told it's really neat,

You can stick it up your bum,
That place does not sound like fun,
I'll scream and swear, I'll tear me hair,
But please don't send me there,

To the sergeants I'll be good,
I never ever will be rude,
Just leave me up here in Darwin,
I find this place rather charmin',

Shut up you dopey fucker,
In Tennant Creek it will be much tougher,
You'll really learn to love this place,
I'll tell you now, it's no disgrace,

I'll never forget them NT coppers,
The low-life swine, the dirty rotters,
Their CS gas it made me choke,
That horrid stuff nearly made me croak,

A blast of capsicum was sprayed in me eye,
I began to moan, whinge and cry,
My loyal mates they stood around,
They laughed as I lay gasping on the
ground,

But nothing is worse than the pain of
the Taser,
Ten million volts like a red hot laser,
I was struck on the back and on me bum,
They never gave me a chance to run,

And now I'm nearly fifty-five,
I'm just glad to be alive,
Tennant, Elliott, Gove and Groote,
They were all a bloody hoot,

But the place I love is Alice Springs,
Every night it rocks and swings,
From Charles Creek to Todd Mall,
I suppose I've seen it all,

The NT Police Force I am leavin',
But don't you cry and don't be greavin',
You'll be alright me old clobber,
There's always plenty more cannon
fodder,

So if yez have a son, a daughter or a niece,
Don't let them join the NT Police,
You would have to be bloody barmy,
Life would be easier if they joined
the army.

PUBLIC POLICING IS SEEING STRUCTURAL CHALLENGES

RON DELORD

Special Counsel Combined Law Enforcement Associations of Texas (CLEAT)



“THIS ISN’T A CYCLICAL DOWNTURN. THE KINDS OF CHALLENGES WE FACE AREN’T THE KIND THAT CAN BE RIDDEN OUT. THEY’RE STRUCTURAL CHALLENGES AND THEY REQUIRE NEW AND FARSIGHTED SOLUTIONS.”

RON GETTELFINGER PRESIDENT, UNITED AUTO WORKERS + AUTO WORKERS WORRIED ABOUT MORE GIVEBACKS

In hindsight, every commentator can now predict that the melt down in the automobile, steel, and industrial sectors was inevitable. With unionised auto workers making more than \$70 an hour in wages and benefits competing inside the US against non-unionised auto workers making \$40 an hour, and more retired union auto workers drawing pensions and free health care than working unionized auto workers, well something had to give, and it did. There are lessons to be learnt by police unions from this situation.

Today, many police unions can rightfully brag that their members are making record salaries and receiving pensions and health insurance, both for active and retired members, that far exceed what private sector employees are making. In fact, many officers make more than other city employees with law degrees and post graduate degrees. The old argument that police officers and fire fighters assume greater risks is still true, but what is that really worth to the taxpaying public. If you argue there should be no cost controls of police and fire departments, then such an argument pales in the face of what taxpayers have decided to pay US combat troops.

Many police union leaders argue that “the city cannot send our work overseas.” The real work of the police is providing security to its citizens. Police unions seem to forget that the police are in the “Security Business,” and not the “Police Business.” The search for less expensive methods of providing that “security” have started slowly and they are building momentum. The recession is forcing governmental budget cuts, even to the often sacred police department. In addition, we are seeing an emerging taxpayer lobby wanting to get rid of defined benefit pensions and retiree health care for public employees. The public is being fed the bad news by the media, but the reality is that these are hard times, and global market shifts have forced white collar workers out of many good paying jobs. There are virtually no defined benefit pensions left in the private sector, and active health care is expensive, and retiree health insurance is often not available. And these private sector taxpayers are funding the public employee benefits.

The auto workers continued to increase wages and benefits and ignored all of the warning signs that the world was changing. Many police unions are assuming they can ride out this cyclical downturn and

cities will continue to fund salaries, benefits and pensions unavailable to 90% of the general public. The world has been changing for the police profession in small increments for at least 10-20 years, but now that change is coming at warp speed. The bottom line – the shift to private security, technology, civilians and 2nd tier police is not cyclical. The days of continuing to demand salaries and benefits that far exceed what is being paid in the private sector for similar skills and education are over. Public Policing is seeing structural challenges that require new and farsighted solutions. Continuing a quasi-military work model that is more than 200 years old and seeking recruits from Gen Y is a round peg and a square hole. The world is not coming to an end, but for those who do not prepare for the challenges, and adapt to the reality of the world, they are going to see where the edge of the world is at. Some are already there and simply do not know it.

Comment From Ron York -
I totally agree with this article by Ron DeLord. Few people are brave enough to speak the truth on such a sensitive issue. Ron is one of the few.

Posted by POLICEPAY.NET, Inc.
at 12/02/2008 04:30:00 PM

Ron Delord was a patrol officer for the Beaumont Police Department (Texas) from 1969 to 1972. He served as a patrol officer and detective for the Mesquite Police Department (Texas) from 1972 to 1977. In 1977, Ron Delord was one of the founders of the Combined Law Enforcement Associations of Texas (CLEAT) and was elected its first president. He served nine three-year terms. Ron Delord has a BA in Government, MA in Police Science and Administration and a JD. He has been a licensed attorney in Texas since 1987 and is the co-author of *Police Power, Politics and Confrontation: A Guide for the Successful Police Labor Leader*.

FAREWELL TO STAN FENSOM

ON 6 FEBRUARY 2009 STAN FENSOM WALKED OUT OF THE DOOR OF THE DARWIN CITY POLICE OFFICE FOR THE LAST TIME AS A SERVING MEMBER OF THE NT POLICE.

Stan joined in late February of 1979 so his service was just short of thirty years. Much of that was in the CIB before that body as it was known and understood was broken up into various disparate investigative units. More about that later.

Stan joined the NT cops because after doing six years in the Army in 3RAR he decided that it offered him an opportunity to come to the NT, where he had spent some time on Army exercises in 1976. He had loved the place and as he said to me when I spoke to him about it, he added: "Well, it was also the best paid at the time, and while that wasn't the main reason it was enough to sway me".

So Stan along with other luminaries commenced his training of 16 weeks in the old Cavenagh Street Police Training Centre. His instructors were John Hancock, Dave Barrett, Barrie Smith and JDD Thompson.

After recruit training, Stan was posted to Casuarina Police Station and spent about six months there before going into Darwin Station. From there he was "transferred" to Groote Eylandt. Stan reckons that the transfer happened thus:

There used to be a tea trolley presided over by dear Mona. Stan, always a believer in the Australian egalitarian idea, foolishly thought that meant everyone could help themselves to the offerings, usually a cuppa and various types of biscuits. He apparently, and this is Stan's version remember, grabbed a Scotch Finger and scoffed it. This, once again according to Stan, caused outrage among the habitués of the corridor where the tray was always

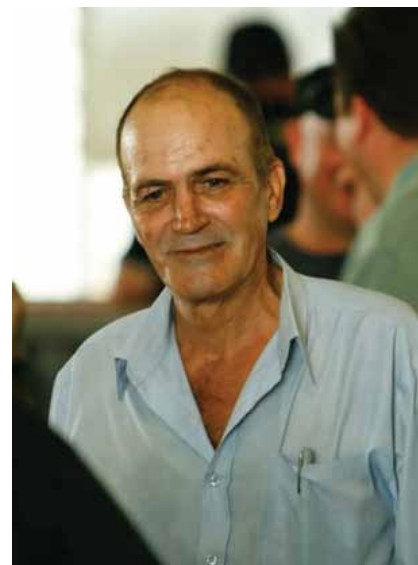
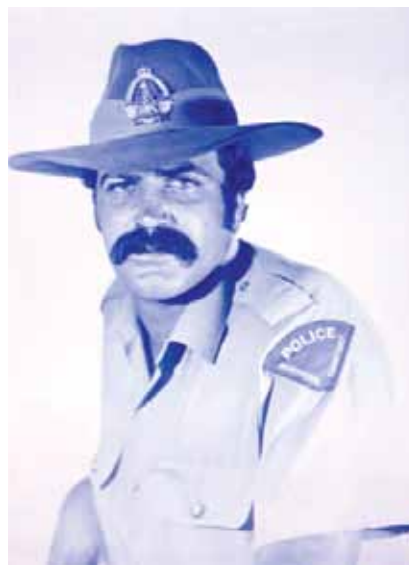
parked. Generally speaking no one below the rank of Senior Sergeant was ever seen in the vicinity of the trolley.

Shortly after this unauthorised use of said biscuit he was called into the office of the late Bob Jackson, a huge bear of a man and a Chief Inspector. He informed Stan that Groote Eylandt was looking for a good man and that Stan was it. Stan thought that he was being railroaded for his temerity in helping himself to the Scotch Finger. Jackson denied this and simply told Stan to go away and put in an application for transfer. Stan told Mr Jackson that

a number of spears from a senior relative of the deceased man who wanted payback.

Stan said that Tony had his attention elsewhere as he struggled with the old man to get the spears from him, but that when the spears of another twenty or so seekers of summary justice started to rattle both of them thought, as they say in the classics, that their number was up.

Fortunately, reinforcements arrived and they safely extricated themselves along with the prisoners. Some things never seem to change and those moments of extreme danger would have been



he was happy that when he had the biscuit that it was only a Scotch Finger, had it been an Iced Vovo he was sure that he would have been given Finke.

Stan spent about 12 months on the tropical paradise of Groote and in reminiscing about his service he recounted that in arresting two men for murder he and Tony Barton had to take

faced by most if not all cops who served at Groote. Not for nothing was it always known as the land of the whistling spears.

Stan served there with Ian Bradford and then John Hancock as the boss and along with Tony Barton (who we think served there for something like six years) Noddy Iddon and Steve Sims as troops he enjoyed the moments of the rare



beauty of the place as well as the camping and fishing.

After coming back to Darwin, Stan worked in GDs, on the famous “A” Watch, oops, infamous “A” Watch, led by Geoff “Gobby” Shervill. Some of the others were Stan’s great mate Jon “Cuffs” Hayes, Steve Wallace, Bob “Bobby” Allen, Jimmy Lindsay, a young Rob Farmer and the incomparable Kerry “Nanna” Kent, who tried, without much success it must be admitted, to add a little class to the rest of the Wild Bunch.

It must have been at about this time that Stan saw the movie *Blazing Saddles* for the first time. Stan fell in love with the movie, the characters in it and the dialogue. He must have seen the film absolutely dozens of times, because he could, and often did, to the chagrin of his workmates, reprise the movie in its entirety.

From memory I think this is about the same period in Stan’s career that he earned the sobriquet of “Two Dogs”. I think, Geoff named him that because among some of Stan’s other annoying habits, like the movie rendition and the *ad nauseam* singing of every Slim Dusty song ever produced, telling poor jokes was definitely a Fensom strength.

It wasn’t until recently that I was

told the joke that led to the name. It goes something like this:

There was an Indian Chief who was approached by his young son inquiring as to how tribe members were given their names.

The Chief said: “Well, when your sister was born, I came out from the tepee and saw a deer running by, that is how she got the name “Running Deer”. When your brother was born, I came out of the tepee and saw a solitary wolf off in the distance and that is why he is named “Lone Wolf”. What has made you ask me these questions “Two Dogs *****”?

As I said, poor jokes were definitely a Fensom forte.

Stan also relieved out at Port Keats with the late Alan Price and later at Pine Creek with Fluffy Williams, both great coppers and from whom Stan learnt a lot.

In 1984, Stan was given a run in the Criminal Investigation Branch, and for the next 25 years he was a permanent fixture as a Detective. Initially investigating what he termed ‘kiddy breaks’, he progressed on to general CIB work and during this period he and his colleagues did some outstanding work. There is no doubt that during the period that Stan was in the Branch and its later derivatives that he and his close workmates cleared up many

millions of dollars of property crime. Stan was always at the forefront of these investigations and had a well-developed retinue of reliable gigs whose identities he guarded with the ferocity of a dog with a bone. Of course, that was in the early days when it was a bit of a matter of pride among Ds as to how many and how reliable the fizz was.

Now along with other dinosaurs, I understand that a far better system has been developed where they are all registered and managed by another specialist unit. Oh well, I guess that is progress. Of course, in Stan’s heyday it was an absolute anathema. You’d give up your girlfriend before you gave up a gig.

Under the present Commissioner’s regime, it was decided that the Detectives would be “regionalised” and whether that was the actual terminology used or it was something else, that was what effectively happened. This caused great consternation among many Detectives. Rightly or wrongly they, or many of them, felt that something that they had striven for and then carried out for many years was being taken away from them.

At about this time the Commissioner happened to arrive at the back of the PMC near the



smokers' mango tree, where Stan, Matt Sodoli and I were all having a durr. Seeing the Commissioner approaching, we all ambled back to the door and got there at about the same time as the Boss. He, very unwisely in my view, asked "How are things going".

I always assumed that his point was most reasonably made, as they always undoubtedly were.

One day in the carpark of the Mitchell Centre, the Commissioner was in his vehicle and about to drive out from the carpark; it was about three in

out of some crooks whom we were jointly interested in, Stan from a property point of view and me from a druggies aspect.

It was at about this time that the Commander's rank epaulettes had changed from that of Colonel to that of a Brigadier. I don't know why that was the case, but it seemed to have happened almost overnight, unlike the tortuous time we had fought to get the ten-year service medal established. But as usual I digress. In any event, a certain recently promoted Commander and from my perspective at least (him being in charge of Detectives), was strangely attired in his Commanders uniform and for want of better words, was parading around the near-deserted CIB muster room.

Seeing us, he made a beeline toward us and haughtily, with the head thrown back, sneeringly asked why Stan wasn't out on the road doing what he was paid to do. Stan replied: "Come here General", which the Commander obligingly did. Fensom pointed out to George the total absence of keys on the vehicle board, and asked did the Commander want him to use his own expletive vehicle, or expect him to expletive walk between jobs. And that now that the Commander was a General, perhaps he could do

I think it says something about our job that a certain amount of irreverence is encountered and that there are some characters that can carry it off. Stan was definitely one of those rare few.

I looked at Matt Sodoli, he looked at me and we both groaned. Because dear Stan like the case of the biscuit from the sacred tray those many years before, took the offered liberty of telling the Commissioner exactly what he thought of the impending reorganisation of the CIB. Well, that is taking a bit of licence, insofar as what the actual conversation was, because Matt Sodoli and I did a Harold Holt, when we saw Stan's finger start to waggle up and down in reinforcement of his obviously strongly held views of the Commissioner's proposal. Stan didn't get another transfer so

the afternoon. Fensom saw the Commissioner about to leave and theatrically tapped his watch. The Commissioner wound the window down and Fensom said: "Taking an early mark, are we". The Commissioner said: "No, I have got to go to a meeting". Fensom replied: "Yeah, that is what I tell Matt Sodoli when I want to sneak away early." I think it says something about our job that a certain amount of irreverence is encountered and that there are some characters that can carry it off. Stan was definitely one of those rare few.

I can recall once I was down in the old Task Force Surf office with Stan. We were discussing a tip



something about securing more cars for the hardworking demons?

The Commander didn't slink away, but his departure did not have the same, shall we say swagger as did his approach. I guess he was thinking something along the lines of "Some people.....". Perhaps only Stan could have got away with such ego-deflating an exercise. I think he did because his delivery was always so spontaneous and was the essential Fensom. What you saw, was what you got.

There are countless stories about Stan, some true, some untrue and some greatly exaggerated and then some grossly understated.

Like perhaps most people who have served at the front line for so long and worked so hard as Stan did, there were the odd vicissitudes of life that Stan encountered on his journey. But whatever he faced he got up, dusted himself down and got on with it.

His farewell was on his final day in the job and was held out at the Fisheries shed, organised by Graeme Wheeler, who with the great assistance of his troops and the Cypriot marvel George from the workshop, put on a top show for the many people who turned up to say well done to Stan.

One of the great moments was that Stan's great Army mate

Pappy Dawes was able to attend to see Stan ride off into the sunset.

The Commissioner spoke glowingly of Stan's time in the job and said that he was fortunate that he hadn't worked with Stan as that meant that Fensom couldn't tell any tales about him. He'll also probably be grateful that when he next asks someone how things are going he will get a more measured response.

The Commissioner spoke glowingly of Stan's time in the job and said that he was fortunate that he hadn't worked with Stan as that meant that Fensom couldn't tell any tales about him. He'll also probably be grateful that when he next asks someone how things are going he will get a more measured response.

Stan recounted a couple of stories, one in particular about his great workmate Pete Stowers and the recovery of a pearl. It was typical Fensom, told with relish and recounted in vivid detail as to the occurrence, with the expressions and style of the various players down pat. It had everyone in attendance in stitches.

– Gowan Carter

Vince Kelly said in his address to the gathering that Stan was an old style Detective. He sure was and a damn good one at that. They don't make them like that any more and, as Stan said, it was a great ride (there is that bloody cowboy theme again).

Stan will be sorely missed as he and Jane and his daughter Laura are leaving the NT and going back to Young where Stan

has a hundred acres. He is going to build a house on that block and reckons he is going to go fishing quite a lot. Just what he hopes to catch down there one can only speculate about, but Fenno reckons it is not a problem. Mind you Stan has always been an optimist, he would have to be, being a mad keen Parramatta supporter.

REPORT ON HOUSING ISSUES AND PROGRESS

IN THE DECEMBER ISSUE OF *NT POLICE NEWS* THE FIELD OFFICER, OWEN BLACKWELL, HIGHLIGHTED ONGOING CONCERNS ABOUT POLICE HOUSING, PARTICULARLY ON GROOTE EYLANDT. AS A RESULT OF THAT AND A NUMBER OF OTHER REGIONAL VISITS UNDERTAKEN BY ASSOCIATION OFFICIALS OUR ASSOCIATION UNDERTOOK TO OBTAIN A STATUS REPORT OF THE REMOTE AREA HOUSING UPGRADE PROGRAM.

Members should be aware that the remote area housing upgrade program has been undertaken largely due to a dispute initiated by our Association in the Police Arbitral Tribunal in 2006. The dispute stemming from the 2005 Housing Agreement in which the Commissioner undertook to upgrade police supplied housing to the agreed GEH standard in a reasonable time.

The Tribunal in August 2006 agreed with our Association that “reasonable time does not mean an indefinite period, however its meaning needs to be relevant to the particular circumstances it seeks to address”. The Tribunal directed the parties to prepare a timetable for the upgrade program. The other major benefit of this decision was an immediate improvement in the standard of housing members were provided within the major centres.

This has led to some delays due to government procurement rules, however it places Territory Housing at arms length from the project. Difficulties have also arisen attracting trades people and contractors due to the now formerly buoyant economy and mining boom.

A timetable was subsequently established to upgrade all remote area housing. Due to the size of this project the upgrade program had to be staged over three financial years starting in 2007/2008 with completion scheduled for June 2010.

The timetable was as follows:

2007/2008

Adelaide River, Daly River, Jabiru, Wadeye, Pine Creek, Mataranka, Maranboy, Ti Tree, Papunya, Yuendumu, and Yulara

2008/2009

Alyangula, Nhulunbuy, Batchelor, Oenpelli, Ngukurr, Ali Curung, and Harts Range

2009/2010

Pirlangimpi, Maningrida, Kalkaringi, Lajamanu, Borroloola, Avon Downs, and Hermannsburg

The upgrade program is being managed by Territory Housing, however, due to issues that arose prior to the dispute Territory Housing has outsourced the scoping of works required, the actual work itself, and the supervision of the successful contractors.

This has led to some delays due to government procurement rules, however it places Territory Housing at arms length from

the project. Difficulties have also arisen attracting trades people and contractors due to the now formerly buoyant economy and mining boom.

There have also been specific problems that have caused further delays at Alyangula, Yulara, Jabiru, and Timber Creek. There have

been a number of reports to the tribunal since the timetable was agreed and a number of upgrades have been completed.

At the time of writing, your Association has been advised that residences at Yuendumu, Papunya, Ti Tree, and Yulara remain outstanding from the 2007/2008 financial year. These works will commence on 16 February starting in Yuendumu and should be complete by June 2009.

Currently the upgrades programmed for 2008/2009 should be complete by the end of the 2009 calendar year, however it is hoped many of these residences will be finished in the 2008/2009 financial year as scheduled.

The upgrades programmed for 2009/2010 should proceed as scheduled. Work has commenced already to tender for the scoping.

The one other major area outstanding is the Alice Springs Barracks. This issue has presented many unique and challenging problems in relation to land ownership and sacred site issues. The department will be required to report some progress in this area to the Police Arbitral Tribunal in the first quarter of 2009.

While your Association remains concerned about delays, many have been beyond the control of the Commissioner or Territory Housing. We also urge you to cooperate with any reasonable requests the appointed contractors make during the scoping process. We will continue to monitor the program and urge you to contact the Field Officer, Owen Blackwell, with any problem, concerns or queries.

SQUAD 97 GRADUATES



SQUAD 97 GRADUATED IN FEBRUARY. THE 24 GRADUATES WILL TAKE UP DUTIES IN THE ALICE SPRINGS, KATHERINE, TENNANT CREEK AND DARWIN AREAS.

Award winners were:

Rod Evans Memorial Trophy – Joanna Darby

Glen Huitson Trophy – Nicholas Bencsevich

The Commissioners Trophy – Andrew Kren

Physical Training Trophy – Shannon Harvey



GREG LADE

DETECTIVE SERGEANT GREG LADE RETIRED FROM THE NORTHERN TERRITORY POLICE FORCE ON 1 JANUARY 2009 AFTER NEARLY 33 YEARS. GREG JOINED THE FORCE ON 13 SEPTEMBER 1976. A PRESENTATION WAS MADE TO GREG BY NTPA PRESIDENT VINCE KELLY ON 7 FEBRUARY 2009.

NTPA President, Vince Kelly, spoke of the high regard Greg is held in across the NT as a criminal investigator and the role he has played in developing many young investigators both as a mentor, supervisor, and instructor.

Throughout his career, Greg worked in Alice Springs for 10 years including time in CIB, Hermannsburg, Yuendumu, Warrego, Groote Eylandt, Katherine, Fisheries, Prosecutions and CIB Darwin.

Greg acknowledged the important role of the NTPA in the Police Force. Greg was “chuffed” with his presentation saying that it was one of the best gifts he had received in some time.

Greg was involved in many serious cases in the NT including the murders at O T Downs, the Thai prostitute murders and the murder of Phillip Crews at Jabiru. Greg reflected on a mostly enjoyable career in the NT Police and the good friends he had made along the way. Greg acknowledged the important role of the NTPA in the Police Force. Greg was “chuffed” with his presentation saying that it was one of the best gifts he had received in some time.

Greg and wife Anne will eventually be sailing their 38 foot yacht to Yeppoon, Qld where they intend to settle.



CARTOONIST TALKS TO GOD

LEUNIG THE CARTOONIST HAS COMPILED A SMALL BOOK WITH SOME OF HIS WRITINGS ENTITLED “WHEN I TALK TO YOU – A CARTOONIST TALKS TO GOD”, PUBLISHED BY HARPER COLLINS.

One says this:
“Dear God,
We struggle, we grow weary, we grow tired. We are exhausted, we are distressed, we despair. We give up, we fall down, we let go. We cry. We are empty, we grow calm, we are ready. We wait quietly.

A small shy truth arrives. Arrives from without and within. Arrives and is born. Simple, steady, clear. Like a mirror, like a ball, like a flame. Like rain in summer. A precious truth arrives and is born within us. Within our emptiness.

We accept it, we observe it, we absorb it. We surrender to our bare truth. We are nourished, we are changed. We are blessed. We rise up.

For this we give thanks.

Amen.”

It made me think of the stressful conditions Police face from time to time, some more than others perhaps. As human beings we

are all different, so deal with the various events differently. However we may react, we all go through some level of stress.

We can get on the negative bandwagon or we can rise above it and look on the positive side which will lift us up (I admit this can be difficult, but it’s not impossible). It reminds me of the song; “Always look on the bright side” from the Life of Brian.

I heard a saying once that went something like this:

“Two men looked out from prison bars; one saw mud while the other saw stars”.

It depends on how we want to see things, we can remain negative or we can be positive.

Leunig commences with the negative, weary, tired, exhausted, distressed, we fall down etc. He then goes on about feeling empty, and I think he is suggesting we need to sit quietly, take time out,



PETER C WRIGHT

PFES Senior Chaplain
Employee Support
Services

refocus, be positive about who you are and understand that the role of the Police Officer is to keep the community safe, despite the stresses and strains that are almost a constant for many members.

Each one has to be responsible in how they deal with issues; it’s not entirely someone else’s problem.

Maybe I can suggest some ways to deal with the stresses that come:

- Eat healthy and regular meals
- Exercise regularly
- Avoid drugs and excessive use of alcohol
- Talk about the event to those you feel comfortable with.

Despite the pressures and stresses that Police Officers encounter, know that you are doing a magnificent job in the communities you have been appointed to – to serve and protect.

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

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NT WORKSAFE CONSULTS ON WORKPLACE HEALTH AND SAFETY ISSUES

THE *WORKPLACE HEALTH AND SAFETY ACT 2007* PROVIDES FOR EXTRA WORKER INVOLVEMENT IN ISSUES THAT AFFECT THEIR HEALTH AND SAFETY IN THE WORKPLACE. IT ALLOWS FOR MORE CONSULTATION AND REPRESENTATION RIGHTS TO ADDRESS THE CHALLENGES OF THEIR WORK ENVIRONMENT.

Consultation is such an important aspect of the new Act that NT WorkSafe has developed a new information bulletin section on the website www.worksafe.nt.gov.au called *Series 18 – Consultation* to assist workers and employers in utilising this mechanism to achieve safer and healthier outcomes in the workplace.

OBJECTS OF THE ACT IN RELATION TO CONSULTATION AND WORKER REPRESENTATION

Part 4 of the Act is intended to ensure that relevant information about occupational health and safety is shared between employers and workers and that workers are given the opportunity to express their views on, and to contribute to, the resolution of occupational health and safety issues at their workplace. The views of workers must be valued and taken into account by the employer.

Section 30 of the Act describes the employer's duty to consult, and Section 32 outlines the duty of workers in regard to consultation.

WORKGROUPS AND HEALTH AND SAFETY REPRESENTATIVES (HSR)

One way the consultative arrangement between employer and worker has been strengthened

is the ability for workers to form workgroups and elect a Health and Safety Representative to represent the workgroup.

The HSR role is to represent the health and safety concerns of the workers to the employer, not to act as a safety officer.

Sections 33 to 44 of the Act covers the constitution of work groups, the election, functions and powers of health and safety representatives, and the employers' obligations to HSRs. NT WorkSafe information bulletins 18.01.03 to 18.01.05 provide extra guidance.

For more information on the formation of workgroups and health and safety representatives, please contact NT WorkSafe HSR advisor Mark Koppen on toll free call 1800 019 115.

AUTHORISED UNION OH&S REPRESENTATIVES (AUOHSR)

The new Act also allows for the provision of training and right-of-entry for occupational health and safety related purposes for authorised union representatives. It reflects the government's belief that unions have a positive role to play in supporting employees and employers in resolving workplace health and safety issues and creating a co-operative and more proactive culture when it comes to risk prevention.

AUOHSR participation in

workplace health and safety matters is covered in Sections 49 to 54 of the Act, and guidance on appointment, powers and conditions is provided in NT WorkSafe information bulletin 18.01.06.

THE ROLE OF NT WORKSAFE IN WORKPLACE HEALTH AND SAFETY CONSULTATION

Under Part 4 of the Act – Consultation and worker representation, NT WorkSafe plays a supportive and, where necessary, determining role in the consultative process between employers and workers on safety issues. For example, NT WorkSafe may upon request assist in resolving the constitution of a workgroup. NT WorkSafe may take any action it considers appropriate to resolve questions in issue and may itself decide how the workgroup is to be constituted and establish the workgroup.

Similarly, NT WorkSafe oversees the appointment, and may, on application by an authorised OH&S representative or an employer, determine a dispute about the exercise of powers by an AUOHSR.

Please contact NT WorkSafe toll-free on 1800 019 115 or visit the website www.worksafe.nt.gov.au for more information on health and safety issues.

WHAT GOES DOWN...?

PAUL BETTI

CEO, AFA

With the constant reports of doom and gloom dominating the media, it's not surprising that many investors are feeling apprehensive.

In times like these, one of the most important things to remember is that market volatility is completely normal. There are always going to be ups and downs when it comes to investing. In fact, seasoned investors accept this volatility in the short term as a trade-off for long-term returns.

Reality is, market volatility is inevitable, the trick is getting the right investment strategy in place to ensure a balance of risk and return that is right for each investor.

So how do you go about developing the right investment strategy – one that will be able to weather the ups and downs of the market? Some investors have had success with the do-it-yourself approach to their investments, often with no real strategy or objectives in mind. However, these investors are often the ones caught in the rain without an umbrella when the financial weather changes suddenly.

If you are really serious about developing a sound investment strategy to help achieve your financial goals, an open, ongoing relationship with a financial adviser is vital.

An adviser can provide you with all sorts of expert insights into financial planning and help you achieve long-term investment goals. When developing a financial plan, it is important to look at your goals and priorities in light of a

number of strategic planning issues including volatility, superannuation, tax, asset allocation, banking and debt management, as well as risk management and insurance options.

Financial advisers have expert knowledge across all of these issues and it's this knowledge that is essential in developing an investment strategy to help you reach your goals. Keep in mind however, that every investment strategy no matter how carefully structured, is vulnerable to the effects of change. Developing a financial plan with your adviser that focuses on realistic long-term investment goals is a sensible way to decrease any effect market volatility may have on you reaching those goals.

Even if you have a good relationship with a financial adviser, it is often hard to ignore all the media hype when financial markets show substantial movements – up or down. In times of volatility, some investors are tempted to change their investments in the hope of either benefiting from abnormal gains or protecting themselves from abnormal losses. Before you make any decisions about changing your investments, it's a good idea to ask yourself three basic questions.

WHAT ARE YOU INVESTING FOR?

- Make sure you're clear about why you're investing
- What do you want to achieve with your money and when do you want to achieve it?

The more specific and clear you can make your investment goals, the more likely you are to achieve them.

WHAT SHOULD YOU INVEST IN?

Once you have worked out what you want from your money, you need to find the most appropriate investments – like shares, property, bonds and cash – to help you achieve your goals.

Your financial adviser can help you determine the mix to meet your needs.

HOW SHOULD YOU INVEST?

Choosing an appropriate investment structure (or vehicle) is vital to the success of your investment strategy. Your financial adviser can help you find the simplest and most reliable way to implement your financial plan. This is one of the most important things an adviser can do.

Before you make any investment decisions, make sure you understand the implications of that investment, including how it will be taxed, what (if any) income it will provide and how it could affect other investments you might hold.

A sound financial plan is built around these basics and these basics don't change even if the markets do. Asking yourself these three key questions in times of market volatility will help you to avoid making any rash investment decisions based on short-lived media frenzies.

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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.

NISSAN ADDS DIESEL TORQUE TO X-TRAIL APPEAL

A NEW TORQUED-UP DIESEL FROM NISSAN AUSTRALIA IS SET TO EXPAND ITS REACH IN THE COMPACT SUV MARKET, BY AIMING NEW VARIANTS OF THE POPULAR X-TRAIL AT ACTIVE LIFESTYLES.

While Nissan is renowned for its powerful, high-torque diesel engines in the Patrol and Pathfinder families, the X-TRAIL SUV has been petrol-only to date.

The new second generation X-TRAIL secured the prestigious Australia's Best Cars award for the 'Best Recreational 4WD' from the country's auto clubs in December 2007.

The Nissan X-TRAIL ST also won the Best 4WD under \$40,000 award in the *Drive Car of the Year* awards in 2007.

Now there is the choice of a diesel engine, developed in association with Nissan's alliance partner Renault.

This highly refined, state-of-the-art 2.0-litre four-cylinder powerplant delivers smooth, responsive performance when mated to a six-speed automatic, and high-torque, overtaking power when mated to the six-speed manual transmission.

To make the diesel-powered X-TRAIL dCi as attractive to all categories of outdoors-oriented customers it will be available in two grades, TS and TL.

Fuel efficiency and exhaust emissions are laudable with the 127kW engine consuming only 7.4 litres of fuel per 100km.

The new diesel X-TRAIL dCi TS and TL variants have front, side and curtain airbags, stability control (ESP), ABS brakes, seat-belt pretensioners and Nissan's intelligent ALL MODE 4x4-i system which incorporates Hill Start and Hill Descent control.

Further standard features include 17-inch alloy wheels, power windows and mirrors, air-conditioning, cruise control, a six-stack CD player, front fog lights and chrome door handles.

For the TL model, the specification list includes power adjustable heated leather seats, climate control air-conditioning and a panoramic sunroof.

The Nissan X-TRAIL dCi TS diesel is priced from \$36,990 for the six-speed manual model, and \$38,990 for the six-speed automatic.

The premium X-TRAIL dCi TL diesel is priced from \$39,990 for the six-speed manual version and \$41,990 for the six-speed automatic.

"We believe it will reinforce X-TRAIL's reputation as being one

of the most versatile and capable compact 4WD's on the market.

"Importantly the new turbo diesel will attract new customers with its combination of performance, refinement and economy. We expect fully 40 per cent of X-TRAIL sales will be of the diesel variant.

Familiar X-TRAIL innovations include cup holders at either end of the instrument panel that are able to heat or cool drinks, enhanced now by two similarly heated or cooled cup holders for the rear-seat passengers as well.

Standard in all new X-TRAIL models are a trip computer, exterior temperature gauge, cruise control, height-adjustable driver's seat, air conditioning, power windows, keyless entry, 12-volt cargo area power outlet, cargo area tie-down hooks and roof rails.

Petrol driven versions of the Nissan X-TRAIL are available with an optional stepless CVT automatic transmission that not only improves driveability in all situations but also helps reduce fuel consumption.

The petrol engine consumes 9.5 l/100km in six-speed manual guise and the optional continuously variable automatic transmission (CVT) reduces this to 9.3 l/100km. For a more sporty drive, the CVT system offers a manual override. Operated via the central gear stick, six set ratios can be accessed manually by nudging the lever forward or back, motorcycle style.

ALL MODE 4x4-i is exceptionally easy to operate. Controlled via a large two-position, three-mode rotary knob situated behind the gear lever on the centre console, the system allows the driver to choose between front-wheel drive or fully automatic four-wheel drive: the 'AUTO' setting is the default mode, while the third 'LOCK' setting is for use off-road.

ALL MODE 4x4-i includes a predictive mode, which anticipates the risk of wheel spin based on throttle position and engine torque, and transfers torque to the rear before the front wheels start to lose grip. Four-wheel drive systems on most other compact SUVs do not have the benefit of ALL MODE 4x4-i's predictive capability.

Two further features of the new ALL

MODE 4x4-i are Uphill Start Support (USS) and Downhill Drive support (DDS).

DDS is engaged manually when the system is in LOCK mode and uses the anti-lock brakes to maintain a controlled descent speed of about 8km/h. With the system looking after the vehicle speed, the driver can concentrate on taking the safest path.

DDS works if the X-TRAIL is driving downhill in first gear, but also when reversing down a descent.

USS operates automatically both on and off-road. It comes into play when the X-TRAIL starts off from rest in any gear on an incline of 10 per cent or more, and prevents the vehicle from rolling backwards for the second or so it takes the driver's foot to go from the brake to the throttle. USS also works when reversing up a hill.

The new generation X-TRAIL is marginally bigger all round.

It is in the luggage area that the new X-TRAIL really shows its versatility. Not only is the luggage area much larger than before, it also has an innovative drawer unit that slides away under a false floor where valuable items can be kept out of sight.

This has allowed an increase of close to 50 per cent in luggage accommodation.

With the seats folded and the double floor in place, there is a flat loading bay, which can extend all the way to the rear of the front seats and the rear seat squabs can be removed completely to create extra load space.

The drawer unit has removable partition walls that can be positioned as required to section off areas in which smaller items can be placed without fear of them rolling around.

Alongside the drawer is an additional compartment, big enough to hold two briefcases or a suit carrier.

All models come with air conditioning, electric power steering, keyless entry, electric windows front and rear, electrically adjustable door mirrors and a trip computer with average speed, average fuel consumption, fuel range and running time and a full-sized spare wheel.

A large sunroof with automatic closing is standard on Ti and TL models.

MEAL BREAK

GOUNDREY G PRESENTS SHIRAZ VIOGNIER AND SAUVIGNON BLANC SEMILLON.

2005 GOUNDREY G SHIRAZ VIOGNIER

BACKGROUND INFORMATION

G – is the astronomy symbol for yellow star

G – for the Great Southern region, home of Goundrey

G – for Goundrey and great wine

TASTING NOTES

Deep garnet red with purple hue, this wine displays hints of apricot and almond kernel on the nose, coupled with exciting and intense aromas of blackberry spice.

The round, juicy palate follows on from the exciting bouquet with characters of raspberry, blackberry and spicy black pepper. Also similar are the secondary flavours of apricot and almond kernel, which linger, and are complemented by fine, velvety tannins.

WINEMAKER'S NOTES

The combination of Shiraz and Viognier is a method that has evolved from blends initiated in the Rhone Valley, France. Surprisingly, the combination of the red Shiraz grapes and white Viognier grapes does not dilute the wine in any way. In fact, the colour of the wine is intensified and becomes a more intense and dark red-purple, through a process called co-pigmentation. Similarly, the tannin structure of the wine becomes remarkably altered, with a very fine and mouthcoating structure to accompany the juicy fruit. The two varieties complement each other to make an exciting and different wine for the Goundrey portfolio, and well befits the inaugural red in the Goundrey G range.



Vintage
2005

Growing Areas
Western Australia

Grape Variety
Shiraz, Viognier

Winemaker
Peter Dillon

Food Suggestion:

Enjoy with crumbed veal loin chops with steamed potatoes and a garden fresh green salad.

Alcohol	pH	Acidity
14.4%	3.46	6.07 g/litre



Vintage
2007

Growing Areas
Western Australia

Grape Variety
Sauvignon Blanc,
Semillon

Winemaker
Peter Dillon

Food Suggestion:

Enjoy as an aperitif on its own, or accompany it with a green paw paw and rare beef Vietnamese salad.

Alcohol	pH	Acidity
13.4%	3.23	6.4 g/litre

2007 GOUNDREY G SAUVIGNON BLANC SEMILLON

BACKGROUND INFORMATION

G – is the astronomy symbol for yellow star

G – for the Great Southern region, home of Goundrey

G – for Goundrey and great wine

TASTING NOTES

Bright and luscious pale green in colour, with wonderfully clear rim, this wine displays nuances of tropical blackcurrant, passionfruit and gooseberry, with hints of freshly squeezed lime.

The palate brings together the blackcurrant and passionfruit of the bouquet, and combines them with crunchy herbaceous notes of lantana and lime sherbert.

The wine has a tight, crisp acid structure, complemented by a textured and layered mouthfeel, and refreshing finish.

WINEMAKER'S NOTES

The Spring and Summer period was warmer and drier than usual for WA. The Sauvignon Blanc held up remarkably well under these conditions, proving to be a highlight of the vintage. The warmth of the season saw a steady ripening of flavour and natural sugar in the berries, such that the grapes were able to be picked at optimum ripeness. The Semillon, from Margaret River, was also a highlight, yielding beautifully textured wines.

TRANSFERS & PROMOTIONS

PROMOTIONS (INCLUDING PROVISIONAL)

Name	From	To
Carter D J	ACPO 1/C	Senior ACPO
Dash P	Sergeant	Senior Sergeant
Freshwater K	Auxiliary 1/C	Senior Auxiliary
Jackson W M	Senior Constable 1/C	Sergeant
Joy C B	Constable 1/C	Senior Constable
King M R	Senior Constable 1/C	Sergeant
MacCarthy K L	Constable 1/C	Senior Constable
Martin R F	Senior Constable 1/C	Sergeant
Norris T W	ACPO	ACPO 1/C
Paolucci P A	Senior Constable 1/C	Sergeant
Read M	Constable 1/C	Senior Constable 1/C
Rothe J C	Senior Constable 1/C	Sergeant
Sanderson C P	Senior Constable	Senior Constable 1/C
Wells K M	Senior Constable 1/C	Sergeant

Mitchell S M	12 November 2008
Roberts D J	12/11/2008
Robson G D	12 November 2008
Streeter B J	12 November 2008
Watts A P	12 November 2008
Westerhuis N J	12 November 2008
Wheaton K J	12 November 2008
Yates L J	12 November 2008
Yow C A	12 November 2008

APPOINTMENTS (AUXILIARY)

Atkinson N J	12/01/2009
Campbell M J	12/01/2009
Clancy D L	12/01/2009
Cooper J I T	12/01/2009
Curran K M	12/01/2009
Flink B E	12/01/2009
Flitton L J F	12/01/2009
Gigney L	12/01/2009
Glover A E	12/01/2009
Green J S	12/01/2009
Noll M	12/01/2009
Ryan M-A	12/01/2009
Shaw D A	12/01/2009
Slack-Smith S E	12/01/2009

PROMOTIONS (CONFIRMATION)

Dash P	Sergeant	Senior Sergeant
Hebb M J	Senior Constable 1/C	Sergeant
Hovland L A	Senior Constable 1/C	Sergeant
Martin R F	Senior Constable 1/C	Sergeant
Muldoon B	Senior Constable 1/C	Sergeant
Paolucci P A	Senior Constable 1/C	Sergeant
Rossiter B R	Senior Constable 1/C	Sergeant
Short R N S	Senior Constable 1/C	Sergeant

TRANSFERS

Name	From	To
Akers M P	Constable Major Crime Section	Constable Drug Enforcement Section
Allitt V N J	Constable GD Darwin	Constable Special Operations Section Drug & Organised Crime
Anderson W L	Trainee Constable PFES College	Constable GD Darwin
Archer J S	Trainee Constable PFES College	Constable GD Darwin
Atherton L J	Auxiliary PI	Auxiliary Firearms Policy & Recording Unit
Baldwin A J	Constable Tennant Creek	Constable DVPU Darwin
Beecham A R	Constable Strategic Services Division	Constable Drug Enforcement Section
Bentley J J	Sergeant GD Darwin	Sergeant Special Operations Section Drug & Organised Crime Division
Berger S M	Trainee Constable PFES College	Constable GD Darwin
Blair T L	Trainee Constable PFES College	Constable Katherine
Bland M G	Constable GD Darwin	Constable Darwin Investigation Unit
Bolgar S A	Trainee Constable PFES College	Constable GD Darwin
Bolger G S	Constable Alice Springs Operational Service Division	Constable Alice Springs
Cramp T J A	Constable GD Darwin	City Safe & Licensing Patrol Unit
Bouma S	Constable Northern Traffic Operations Unit	Constable Airport Uniform Police UI
Brown C	Constable Alice Springs	Constable Yulara
Carbone J L	Constable Special Operations Section	Constable Drug Enforcement Section
Chalmers N J	Constable Maranboy	Constable Airport Uniform Police UI
Chilpen S	Trainee ACPO	ACPO GD Darwin
Chisholm D	Trainee ACPO	ACPO GD Darwin
Chisholm D L	Trainee ACPO	ACPO GD Darwin
Collinson J A	Trainee ACPO	ACPO GD Darwin
Crea D	Trainee Constable PFES College	Constable GD Darwin

APPOINTMENTS (CONSTABLE)

Bolger G S	05/01/2009
Canning S L	04/12/2008
Mordue J E	04/12/2008
Read M	26/12/2008
Simpson T W	05/01/2009
Watson T M	05/01/2009

CONFIRMATION OF APPOINTMENTS (CONSTABLE)

Bates T D	12 November 2008
Berry S M	12 November 2008
Ferry N J	12 November 2008
Fleming M A	12 November 2008
Gaze D A	12 November 2008
Halon G L	04/09/2008
Hoppe S	12 November 2008
Hosking B	12 November 2008
Houseman G J	12/11/2008
Joy C B	30/10/2008
Kapuscziarek N Y	12 November 2008
Kings S J	30/10/2008
Lukins E K	12 November 2008
Lush C R	12 November 2008
MacCarthy K L	30/10/2008
McDonald J L	12 November 2008
Metcalfe M	12 November 2008

Cussens M A	Trainee ACPO	ACPO GD Darwin	McLelland B A	ACPO Katherine	ACPO Indigenous Policing Development Division
Dapson G B A	Constable GD Darwin	Constable Northern Traffic Operations	Meyer T E	Senior Sergeant OIC Police Recruitment Section	Senior Sergeant Territory Communications Section
Dash P	Sergeant Alice Springs	Senior Sergeant Alice Springs	Molloy B P	Constable Regional Investigations (Alice Springs)	Constable Field Intelligence Officers Unit
Downie S R	Trainee Constable PFES College	Constable GD Darwin	Riesenweber D F	Constable GD Darwin	Constable Ngukurr
Elsegood F P	Trainee ACPO	ACPO GD Darwin	O'Neill W J	Sergeant GD Darwin	Sergeant Summary Prosecutions Section
Gall A I	Trainee Constable PFES College	Constable GD Darwin	Paolucci P A	Constable Ethical & Professional Standards Command	Sergeant Complaints Division Ethical & Professional Standards Command
Gargan M A	Trainee ACPO	ACPO GD Darwin	Petrovic I	Constable Alice Springs	Constable Avon Downs
Gebadi A	ACPO Warrovi Themis Station	ACPO Ramingining Themis Station	Pocock M R	Trainee ACPO	ACPO GD Darwin
Gebadi A	Trainee ACPO	Warrovi Themis Police Station	Pollard C H	Trainee ACPO	ACPO GD Darwin
George N R	Trainee Constable PFES College	Constable GD Darwin	Raabe S J	Trainee Constable PFES College	Constable GD Darwin
Godden R C	Sergeant GD Darwin	Sergeant City Safe & Licensing Patrol Unit	Rothe J C	Constable Airport Uniform Police	Sergeant Youth Diversion Unit
Gray-Spence J E	Constable GD Darwin	City Safe & Licensing Patrol Unit	Sattler E L	Constable Airport Uniform Police	Constable Crime Scene Investigation Unit Alice Springs
Guelpi L C	Trainee Constable PFES College	Constable GD Darwin	Sayers L J	Constable GD Darwin	Constable Darwin Scene of Crime Officers
Harrington J C	Trainee Constable PFES College	Constable GD Darwin	Schremmer J J	Constable GD Darwin	Constable Nhulunbuy
Hart J K	Constable Driver Training Unit	Brevet Sergeant Galiwinku	Scott W P	Constable GD Darwin	Constable Major Crime Division
Higgins B J	Constable GD Darwin	Constable Gunbalunya	Seden K	Trainee ACPO	ACPO GD Darwin
Higgins P L	Constable GD Darwin	Constable Katherine	Simmer T L	Trainee ACPO	ACPO GD Darwin
Hollingsworth S M	Constable Regional Investigations	Section Alice Springs Constable Katherine	Simpson T W	Constable Alice Springs Operational	Service Division Constable Alice Springs
Huddleston M	Trainee ACPO	Ngukurr Police Station	Watson T M	Constable Tennant Creek & Barkly Operational Service Division	Constable Tennant Creek Operational Service Division
Irwin M	Constable Katherine	Constable GD Darwin	Slape D A	Constable Tennant Creek Station	Constable Tennant Creek Operational Service Division
Jackson W M	Constable Territory Response Section	Sergeant Territory Response Section	Sullivan G J	Senior Sergeant GD Darwin	Senior Sergeant PI
Jeffrey R J	Senior Sergeant Marine & Fisheries Division	Senior Sergeant Airport Uniform Police	Turner L J	Trainee ACPO	ACPO Nyirripi Themis Police Station
Martin V A	Sergeant Crime & Specialist Support Command	Sergeant PI	Unwin M J	Constable Katherine	Constable Galiwinku
Hardy A R	Constable PI	Constable Alice Springs	Vine B	Trainee Constable PFES College	Constable GD Darwin
Johnsson G V T	Sergeant Ntaria	Sergeant Borroloola	Warrior G G	Trainee ACPO	ACPO GD Darwin
Kanyilmaz D	Constable GD Darwin	Constable Nhulunbuy	Wells K M	Constable Drug Enforcement Section	Sergeant Child Abuse Taskforce (Northern)
Kapusciarek N Y	Constable Katherine	Constable GD Darwin			
Keelan D M	Trainee ACPO	ACPO GD Darwin			
King K M	Trainee ACPO	ACPO GD Katherine			
King M R	Constable Territory Response Section	Sergeant Territory Response Section			
Larsen-Smith T	Constable GD Darwin	Constable Major Crime Division			
Laycock J	Constable Ali Curung	Constable Airport Uniform Police UI			
Lee T M	Constable Regional Investigations Section Alice Springs	Constable Substance Abuse Intelligence Desk			
Logan K A	Constable GD Darwin	Constable Galiwinku			
Lunney M A J	Constable GD Darwin	Brevet Sergeant Timber Creek			
Lyndon C J	Sergeant GD Darwin	Sergeant Airport Uniform Police UI			
MacKeown J L	Constable GD Darwin	Constable Palmerston Investigations			
Marshall A A	Constable Katherine	Constable PI			
Martin E	ACPO Gunbalunya	ACPO Maranboy			
Martin R F	Constable Alice Springs	Sergeant Instructional Unit Foundation Studies			
Martins A A	Trainee ACPO	ACPO GD Darwin			
Masters N M	ACPO Tennant Creek	ACPO Alice Springs			
McKenzie C A	Trainee Constable PFES College	Constable GD Darwin			

RESIGNATIONS FOR THE PURPOSE OF RETIREMENT

Name	Rank	Date of Resignation
Lade G I	Detective Sergeant	02 January 2009
Smith A J L	Sergeant	26 December 2008

RESIGNATIONS

Name	Rank	Date of Resignation
Canning S L	Constable	03/12/2008
Guest N J	Sergeant	14/11/2008
Lade G I	Detective Sergeant	01/01/2009

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