



NORTHERN TERRITORY POLICE NEWS

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

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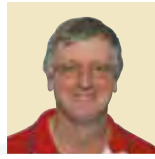
FRONT COVER

Memorial ceremony for Sgt Glen Huitson, shot and killed whilst manning a roadblock at the intersection of Old Bynoe Road and the Stuart Highway nine years ago; Superintendent Danny Bacon presented with an NTPA Meritorious Service Award by Vince Kelly; Graduation of Aboriginal Community Police Officers.

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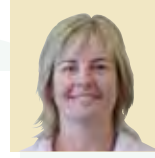
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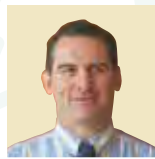
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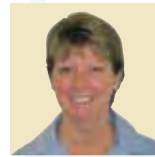
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PRESIDENT'S MESSAGE

"I LOOK FORWARD TO THE CHALLENGES BETWEEN NOW AND THE 2009 CONFERENCE KNOWING THAT WE REMAIN STRONG AND COMMITTED."

The Territory Election is over and as Paul Henderson and Terry Mills will personally attest, a week can be a very long time in politics. The election result should be a serious wake-up call to the Government, and to a lesser extent the opposition, that their law and order platforms are not resonating with the Territory community.

The Government and the Chief Minister should now swallow their pride and commission a review of the structure of the police force – where and how extra resources, (that is police officers) have been used by Commissioner White since 2001. The continued resistance to this notion by the Chief Minister is undermining the kudos he deserves for increasing police numbers.

My address to the 2008 Annual Conference is published in this edition of NT Police News so I will not use my column space re-hashing those issues. Nor will I highlight the issues surrounding the roster dispute which the Field Officer covers in his column.

I will take this opportunity to publicly record our thanks to a number of people who received awards or recognition at our annual conference. Brigid Gregory was recognised for her volunteer efforts in assisting with the organisation of the Annual Conference itself. Brigid came to our rescue following some unexpected staff changes. Chris Wilson was recognised for his service to our Association as an executive member.

Adrian Marshall was recognised for many years of service as a branch official with the inaugural branch Service Award. Wayne Nayda received a Meritorious Service Award in recognition of his many years of service as both a branch official and executive member.

Darwin barrister Mr Peter Elliot was also awarded a Meritorious Service Award for professional services to members. Peter has always gone beyond what is required when defending our members. And finally Russell



VINCE KELLY
President, NTPA

Armstrong, the Vice-President of the West Australian Police Union, was recognised for his support of our Association for many years.

The recognition of these individuals by our Association is an appropriate acknowledgement of their contribution and recognition that we simply cannot operate without numerous members working away quietly for the collective good of us all.

It is my view that all of these people represent everything that is good in the much-maligned police culture – looking after each other not because we have to but because we want to. All of them were quick to acknowledge that their efforts are sustained by loved ones and that the individual recognition while welcome, was a tribute to all the quiet achievers of our Association.

It is these people who make my job so much easier and much more rewarding. I look forward to the challenges between now and the 2009 conference knowing that we remain strong and committed.

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POLICE ASSOCIATION CHALLENGES GOVERNMENT TO FOLLOW THROUGH

THE NORTHERN TERRITORY POLICE ASSOCIATION HAS CHALLENGED THE INCOMING NT GOVERNMENT TO BUILD ON THE ACHIEVEMENTS OF THE PAST SEVEN YEARS.

NTPA President Vince Kelly issued the challenge ahead of the NTPA Annual Conference in Darwin on Monday, August 11 and Tuesday, August 12.

"I call on the Government to act to ensure the police force is adequately staffed and resourced to safely fulfil our sworn role to serve and protect the Northern Territory community," Mr Kelly said.

"To act to ensure that when doing their sworn duty our police and their families must be secure in the knowledge that when tragedy strikes they will be provided for by the best possible superannuation, work cover and legal assistance that is available.

"The conference theme, 'Territory Police Policing the Territory' represents the overwhelming view of our Association that the best people to police the Territory are Territory Police Officers and, with the greatest of respect to our federal and interstate comrades, no-one else," he said.

"There is a connection between this position and the issues of resource allocation, an audit of police numbers, and superannuation justice for police.

"The federal intervention into the Northern Territory resulted in the NT Government and Commissioner being directed

to place police officers in a large number of communities where we had never, or not recently had a permanent presence.

"The time frame demanded to establish this presence by the then Federal Government was beyond the capacity of the NT Police Force and our resources had to be supplemented by police officers from the AFP and other state jurisdictions.

"Federal and Territory Governments should co-operatively develop new funding arrangements to ensure where a need for a permanent police presence is identified in any community then such a need should be met by the provision of fully sworn trained Constables.

"There is little doubt that many remote Aboriginal communities are in crisis and that one of the most important factors in resolving this crisis is providing an acceptable level of community safety through a properly resourced police force.

"This failure is compounded in our view by the Government's refusal to commit to an independent audit of police numbers to assess how effectively extra resources provided to the Commissioner since 2001 have been utilised. This should not

be seen as an exercise in 'blame' but an exercise in improving community safety.

"There are two stark reminders of why such an audit is required, the Federal Intervention, which has at its core a lack of police resources, and the staggering NT road toll.

"The community is entitled to question that if this statement was or remains valid, why does the road toll continue to climb? As a sworn police officer I am the first to acknowledge that drivers must take responsibility for their actions and obey road rules. However, the reality for some, perhaps many, road users is that the only real deterrent is a real police officer in a real police car locking people up and issuing tickets.

"This apparent lack of police resources also flows into other areas such as community safety on public transport where the Government has chosen to place Transport Safety Officers with limited training, limited powers, and a somewhat confusing role.

"The establishment of the so-called first response patrols and the trialling of volunteer mobile neighbourhood watch patrols is further confirmation that police resources are not necessarily being utilised as the community might expect."

INDUSTRIAL NEWS

SINCE OUR LAST MAGAZINE THE 2008 CONSENT AGREEMENT HAS BEEN RATIFIED WITH A SIGNIFICANT MAJORITY 'YES' VOTE FROM THE MEMBERSHIP.

All members should now be in receipt of the wage increase and the new allowances negotiated in the agreement.

As part of the negotiations there was a revamp of attachment E – now attachment B detailing the roster provisions. It now includes a provision for the Department to utilise a 35-day roster, a step back in time to the 2001 Agreement which included a 35-day provision.

Where there is no change are the provisions revolving around consultation between management and members in the workplace to work toward an agreed roster. This was achieved in Darwin earlier this year through a roster working party which identified a roster suitable to members and management, trialled the roster and it was then put in place as a permanent roster being worked by members in the greater Darwin region. Alice Springs also undertook a consultative approach to the current roster and all members there are happy working the roster.

Given that Darwin has the City Safe operation soon to be staffed permanently, a change in rosters seems misdirected.

As part of the Darwin roster working party negotiations, a version of the new 'Frontline Roster' was addressed and it was decided that whilst it met the needs of the Department, it clearly did not meet the needs of the members; it in fact detracted from the members personal lives, and as such it was not agreed to. It is disappointing to now see the roster being put forward as the Department's 'way forward'. Your Association has lodged a formal dispute in the tribunal in relation to the frontline roster, specifically the failure of the department to consult with the membership about the roster.

There have been meetings held in different workplaces described as 'consultation meeting' but reports back to the NTPA office describe the meetings as line managers articulating that the new roster

“ Clearly any roster worked by members will have an impact on their lives and 'personal issues' and the Department must take this into consideration. ”

As yet there have been no identified problems with either roster that have been articulated to the NTPA. The line the Department has taken is that on Thursday, Friday and Saturday nights it gets busy and therefore the rosters need to be changed. At no time has it been articulated or shown that the current rosters fail to address busy periods.

WILL be implemented and that members need to be ready for the implementation. Members have been asked for feedback but have been told “don't include personal issues – we're not interested”. Clearly any roster worked by members will have an impact on their lives and 'personal issues' and the Department must take this into consideration. In regard to these



OWEN BLACKWELL
Industrial & Field Services Officer

workplace meetings there has been no formal correspondence with the NTPA about the meetings and no formal invitation to have an NTPA representative at the meetings – clearly flying in the face of any so-called 'consultative approach'.

Since lodging the dispute in the tribunal there has been a meeting between the NTPA representatives and the Commissioner of Police to seek a way forward. The NTPA position was clearly articulated. The Commissioner listened to our position and stated that he would take our concerns on board. He gave a clear undertaking that he had no intention of unilaterally imposing a roster Territory-wide without proper consultation and further, that the emails that had gone out indicating such had been 'misconstrued'.

I have touched on Alice Springs and Darwin but two other stations identified as part of the move to the frontline roster are Katherine and Tennant Creek. I am bemused as to how these changes are to be made given that Katherine staffing levels struggle to maintain their current 12-hour roster, and why a roster that was not agreed to in Darwin would be acceptable to members in Tennant Creek.

Finally, over the past six months I have visited all major centres but only a few smaller rural stations. Over the next few months leading up to Christmas I have plans to travel to all remote stations in the NT to visit with members at these stations. I hope this will give members an opportunity to raise issues that affect them at a local level and also give me feedback how members feel we are moving forward as a representative body.

WORKERS COMPENSATION

WHEN IS AN INJURY AN INJURY?

Some injuries which you may succumb to may appear to be compensable under the *Workers Rehabilitation and Compensation Act* when they in fact are not, whereas other injuries which you might think you have incurred but which you could not be compensated for under that Act may in fact be injuries to which the Act applies. Want to know why? Then read on.

The term “injury” in the *Workers Rehabilitation and Compensation Act* is given its meaning in Section 3 of the Act:

“a physical or mental injury arising ... out of or in the course of his or her employment and includes:

- (a) a disease; and
- (b) the aggravation, acceleration, exacerbation, recurrence or deterioration of a pre-existing injury or disease, but does not include an injury or disease suffered by a worker as a result of reasonable disciplinary action taken against the worker or failure by the worker to obtain a promotion, transfer or benefit in connection with the worker’s employment or as a result of reasonable administrative action taken in connection with the worker’s employment”.

There are two issues arising out of the S.3 definition of injury. The first is whether there is a restriction on a claim because the injury arises out of “reasonable disciplinary action ... failure by the worker to obtain a promotion, transfer or benefit ... or as a result of reasonable administrative action”. The second is what is the meaning of “out of or in the course of his or her employment”?

REASONABLE OR UNREASONABLE ACTION?

The question of whether an injury is the result of reasonable or

unreasonable action of the employer, either disciplinary or administrative, applies to instances where the worker is seeking compensation for a mental stress type of injury such as depression or anxiety.

In *Wattyl Australia Pty Ltd v York* No 198 of 1996 (unreported), the employer appealed the findings of a Magistrate in the Work Health Court that the mental breakdown of an employee was not the result of unreasonable administrative action and was therefore non-compensable under the Act. The court upheld the decision of the Magistrate, stating that the injury arose out of the whole of the worker’s employment situation and that the question of “reasonableness” was not one that needed to be considered in that matter.

The decision is important because it separates circumstances of injury that arise out of conditions of employment as opposed to instances of managerial actions that may bring about an injury, ie, the effect that the totality of the work load and work environment may have on an employee, as opposed to a single action of the employer which directly affects the employee.

The second kind of causation of an injury, managerial actions, was discussed in the seminal decision of the Northern Territory Full Court of Appeal in *Rivard v Northern Territory of Australia* [1999] NTSC 28.

In that matter, the then Chief Magistrate, sitting in the Work Health Court, found that the worker had been subjected to unreasonable administrative action that led her to succumb to a stress-related illness. However the Chief Magistrate then went on to find that the illness was not



ROB PERRY
Industrial/Legal Officer

compensatory because the actions of the employer were incidental to the worker’s failure “to obtain a promotion, transfer or benefit in connection with [her] employment”. The worker appealed the decision to a single judge in the Court of Appeal in the NT Supreme Court but was unsuccessful. She then appealed to the Full Court of the Court of Appeal.

In handing down the decision of the Court, His Honour Priestly J considered the interpretation of the exclusionary provision of the definition of “injury” set out above and said:

“It seems clear that administrative action taken in connection with the worker’s employment, the third exclusion in the NT Act, could overlap with administrative action in the promotion process in the wide application given to it by the Chief Magistrate and Bailey J in the present case. This position is avoided if what seems to me to be a quite straightforward reading is made of the NT Act’s exclusions, namely that the first applies to mental stress injury resulting from disciplinary action, the second applies to such injury resulting, as it says, from failure by the worker to obtain promotion or benefit, and the third to such injury resulting from reasonable administrative action connected with the worker’s employment, this last exclusion being well adapted to include events in the promotion process and other administrative events connected with the employment, but not mental stress injury resulting from the failure itself by the worker to obtain promotion or benefit.”

His Honour then went on to state: “That this is the most straightforward reading of the second of the three exclusions seems to me to be apparent if an effort is made to state the ‘promotion process’ construction in terms as close

as possible to the words of the second exclusion itself. The result must be something like 'does not include an injury ... suffered by a worker as a result of ... failure (including events before and after and connected with that failure) to obtain a promotion ... or benefit'.

In my view, when the second exclusion is read bearing in mind the third, the events referred to in brackets fall much more easily into the third exclusion than the second. Adoption of the construction I favour does not involve the addition of any words to the second exclusion (or the third), except perhaps the word 'only' after 'result' in the second exclusion.

In summary, in my view the foregoing approach gives a clear operation to each of the three exclusions, in each case by means of an unforced and obvious meaning. The meaning of the second exclusion is that if a worker suffers mental stress injury as a result of the non obtaining of a promotion or benefit, then the injury is not compensable; because of the presence of the third exclusion, in considering whether the injury resulted from failure to obtain promotion or benefit, the tribunal or court would not take into account either matters leading up to the employer's decision not to promote or benefit the worker or actions of the employer consequent upon the employer's decision not to promote or benefit the worker. Whether the last mentioned matters and actions had the effect of excluding a worker from compensation would depend upon their assessment by the Tribunal under the third exclusion."

His Honour then went on to state that the view of the Chief Magistrate and single Judge on appeal that there had been unreasonable administrative action on the part of the employer was correct and that when applying the reasoning that he (Priestly J) had come to conclude is the proper reading of the definition, the findings of fact "required a decision in favour of the worker".

The actions of the employer in Rivard that were found to be unreasonable administrative actions contributing to the worker's mental injury were:

- no face-to-face counselling during which the probationer's deficiencies in the workplace

would be discussed when it was recognised the probationer was unlikely to successfully complete his or her probationary prior to the end of the period;

- that contrary to the procedure that was adopted there should have been a face-to-face counselling session prior to the publication of the *Gazette Notice* in order to avoid the humiliation and loss of face that is likely to arise from a person being left to read of that person's failure in a public document that was required reading for all employees;
- that the employee should be advised of their failure to successfully complete their probation over the telephone by a manager;
- that the receipt of an incremental advancement is able to be taken as recognition of a successfully completed probationary period;
- that humiliation and hurt should be foreseen, could easily arise from an employee being left to read of his or her failure in a widely circulated public document and could be felt by some employees in a very significant way;
- returning an employee to the coal-face for a period of assessment without:
 - i) having put arrangements in place for supervision upon the employee's arrival;
 - ii) advising the employee of the form of assessment would take; or
 - iii) advising the employee of the standards expected to be achieved during that period; and
- placing the employee at a public contact point on the front counter to work alone:
 - i) shortly after a humiliating meeting;
 - ii) without supervision when the employee had been told would be assessed for a 28-day period;
 - iii) without support in circumstances where the employee had been advised

their skills were inadequate for the task; and

- iv) in circumstances where senior managers believed or were of the opinion the employee:
 - a) was not capable of carrying out the task unsupervised;
 - b) lacked confidence to carry out the task;
 - c) was in need of assistance to develop confidence to handle matters received from the public; and
 - d) should not be left alone at the front counter.

Of course, what would constitute "unreasonable" action is a question of fact in every case. Consideration will have to be given to the actions taken by the employer, the reasons for those actions, the context in which those actions are taken and the foreseeable consequences those actions might have on the psyche of the employee.

OUT OF OR IN THE COURSE OF EMPLOYMENT

The term "out of or in the course of his or her employment" is defined in S.4 of the *Workers Rehabilitation and Compensation Act*. It is a very lengthy definition, too lengthy to be repeated in full in this article.

To summarise, the definition states that an injury will be deemed to be a compensable injury under the Act if, on a working day, the worker:

- is present at the workplace; or
- is temporarily absent from the work place in the course of employment or on an ordinary meal break and does not do any voluntary act during that absence to an abnormal risk of injury;
- is travelling directly to or from the workplace and home (or work related training institution and work or home) or is in attendance at the training institution on work related business;
- is travelling between home or the workplace and another place, or is at that other place, to obtain a medical certificate, medical treatment, a medical examination required for a purpose under the Act or to receive a compensation

payment for an entitlement under the Act; or

- is travelling between the premises of one employer and the premises of a second employer for purpose of engaging in secondary employment (or vice versa).

You should note that there are a number of statutory exclusions to the above definition (of course). Those exclusions are:

- where an injury occurs during a temporary absence from the workplace during travel that is not associated with the worker's employment or attendance at a training institution and which ordinarily would materially add to the risk of injury; and
- a motor vehicle accident that is compensable under the *Motor Accidents (Compensation) Act*, although in circumstances in which the travel is undertaken at the direction of the employer or is being paid by the employer to undertake travel the injury will be compensable under the *Workers Rehabilitation and Compensation Act*.

There are also a number of "deeming" provisions which bring other situations which might be argued as being outside the employment relationship into the definition of a compensable injury under the Act, being circumstances in which an injury has been sustained and the worker was acting:

- in contravention of a regulation applicable to the work which was being engaged in;
- without instructions from the employer if the act of the worker was in furtherance of the objects of his or her employment; or
- where the injury occurred gradually over time and the employment during that period materially contributed to the injury.

There are also similar provisions for circumstances in which a worker contracts a disease through the course of their employment, including diseases such as AIDS and Hepatitis C.

There has been some contention in the past as to whether an injury

or death which occurred at or around the business premises is a compensable injury under the Act or not.

In *Forno v Relkup Pty Ltd* [2001] NTMC 81, the worker, Debbie Batzler, who worked as the manager of the Boroloola Hotel and also resided in the residential units of the hotel, was shot and killed by her former lover in the early hours of the morning as she exited the unit of her then current boyfriend. She had finished work for the day around 1.30am and had been spending the night with her boyfriend in a unit in which he was staying, but which was not her usual place of abode. She was killed by her ex-boyfriend as she was leaving the unit around 4.00am.

Forno, who was the litigation guardian of children he had with the deceased, had brought an action under the then *Work Health Act* on behalf of his children for benefits pursuant to that Act. The insurer had refused the claim on the grounds that the injuries sustained by the worker did not fall within the definition of "injury" in the Act.

The question to be answered by the Court to determine whether compensation to the infant children was payable was, did their mother receive her injuries "out of or in the course of her employment". The court took into consideration the definition of what that term means and the deeming provisions with regards to injuries as set out above.

The Magistrate hearing the matter, His Honor Mr Luppino SM, found on the evidence that although Batzler's employment contract stated she was employed on a fixed salary and was required to work a minimum 38 hour week, she was actually required to attend to everything the hotel required and that this required her availability and attention on a 24 hour basis whilst on the premises, including working late into the night or arising early in the morning to attend to guests' needs. Also, based on the working arrangement she had with her employer, she had no alternative but to live on the premises in accommodation

provided by her employer. Her employer also permitted her to regularly use guest accommodation to take a nap during the day if she had been required to work late the previous night or arise especially early in the morning.

There was no issue that the worker had suffered injuries. The case turned on whether the Court could be satisfied that the injuries were suffered "out of or in the course of her employment" and that the claimant had to establish either a causal connection between the employment and the injury, ie, that the employment was the cause of the injury; or a temporal connection between the employment and injury, ie, that the employee was at work or was travelling for the purpose of going to work. To be compensable, the injury must have occurred while the worker was "on a working day, attending at his workplace, is present at the workplace".

Mr Luppino first turned to the question of whether the deeming provisions of the section could be applied to the circumstances of the matter before him. Quoting His Honor Riley J in *Australian Frontier Holidays v Williams* (1999) 153 FLR 348 he said:

"A combination of the relevant definitions leads to a conclusion that, for present purposes, an injury to a worker shall be taken to arise out of or in the course of the worker's employment if the injury occurs while he, on any day on which he attends at his workplace for the purposes of working, is present at the workplace. No other requirement is necessary in order for a prima facie case of entitlement to arise. The purpose of this deeming provision would seem to be to avoid the tortious arguments of the past as to when a worker is or is not in the course of his employment. These arguments may continue to arise in cases where there is no fixed place of work because one there has to consider 'the whole area, scope or ambit of the worker's employment'. However, in the majority of cases, where there is a fixed workplace, it is no longer necessary to consider these matters.

Where there is a fixed workplace the limitation on the breadth of the deeming provision is to be found in the

expressions ‘present at the workplace’ and ‘for the purposes of working’.

Riley J (then) approved of the decision of Morris CJ in *Nichols v Attorney General* (1950) Tas SR 54, particularly the passage:

“One would hesitate to give a section so wide a meaning as to make a presence late at night at the place of employment at a time when the employment is long over and consequent upon a purely private purpose, or even an unauthorised one, the basis of entitlement to compensation for an accident then occurring upon the footing that the accident had arisen out of and in the course of the employment. I therefore think that the presence is to be related to the attendance pursuant to the contract of employment and its substantial continuity at any rate is contemplated.

“Riley J then found that at the time of the injury, the presence at the place where the injury occurred was directly connected to the work and hence found that the injury arose out of or in the course of the worker’s employment.”

Applying the principle that the presence at the workplace requires a nexus with the employment duties of the worker, His Honour found on the facts that no such nexus existed and rejected the submission on behalf of the worker that the deeming provisions applied.

Returning then to the issue of whether there was a causal or temporal connection between the injury and the employment, His Honour quickly dismissed any notion of a causal link, holding on the evidence that there was nothing that could suggest the worker had left the unit at 4.00am to undertake any employment duties at that time.

His Honour then turned to the question of whether there was a temporal connection between the injury and the employment and in doing so referred to the High Court decision in *Hatzimanolis v ANI Corporation Limited* (1992) 173 CLR 473 and the following passage from the decision of the majority in that case:

“An interval or interlude within an overall period or episode of work occurs within the course of employment if, expressly or impliedly, the employer has induced or encouraged the employee to spend that interval or interlude at a particular place or in a particular way.

Furthermore, an injury sustained in such an interval will be within the course of employment if it occurred at that place or while the employee was engaged in that activity unless the employee was guilty of gross misconduct taking him or her outside the course of employment. In determining whether the injury occurred in the course of employment, regard must always be had to the general nature, terms and circumstances of the employment and not merely to the circumstances to the particular occasion out of which the injury to the employee has arisen.”

Importantly for police officers, particularly those in remote localities who are, or who are deemed to be, “on call”, Mr Luppino summarised the principles to be taken out of the *Hatzimanolis* matter as follows:

- The temporal connection is not determined simply by determining the attitude of the employer to how the time in question is spent.
- What is relevant to a determination of the temporal connection is the characterisation of the period in question.
- What needs to be determined is whether the injury was sustained during an interval in an overall period of work as opposed to an injury occurring between two discrete periods of work.
- This determination requires an analysis of the nature, terms and circumstances of the employment and not just the circumstances of the particular occasion.
- Gross misconduct can render a situation where the temporal connection is otherwise satisfied to be outside the course of employment.
- There is effectively a two-fold test. Firstly, was the injury sustained at a time when there was an interval in an overall episode or did it occur between two separate periods of work. Only if the first test is satisfied is it necessary to consider the second test. If the answer to the first is negative, the matter ends there and the injury is non-compensable. If, however, the first test is favourably determined, the second test

requires determination of “whether the employee’s position or undertaking at the time of the injury was something induced or encouraged by the employer”.

- It is not necessary the worker must be involved in a work related activity.

His Honour then went on to make the following facts pertinent to the issue of temporal connection in *Forno*:

1. The Respondent provided accommodation for the Worker.
2. Realistically, no other suitable accommodation was available to the Worker.
3. The Worker was available to perform duties on a 24-hour basis as required.
4. There was mutual benefit in that arrangement namely the Respondent had their manager on site during “off” times and the Worker obtained reasonable accommodation where none might otherwise have been available. The Worker was thereby encouraged or induced to live on site.
5. The Respondent held the Worker in high regard and had full confidence in her ability to fulfill her duties.
6. The Worker had left instructions with her son Christopher to facilitate contacting her should that have been required.”

His Honour then said:

“The 24-hour nature of the Worker’s duties in the current case is crucial to the application of *Hatzimanolis* and I am of the view that as a result, the Worker’s whole 24-hour cycle was one continuous period of work. The injury therefore occurred during an interval in an overall period of work rather than in an interval between two discrete periods of work.”

His Honour then went further and made reference to the decision in *Commonwealth Bank of Australia v Wark & Comcare Australia* (“*Wark*”) (1995) 22 AAR181 and summarised it as follows:

“In *Wark* the worker was rostered by the Commonwealth Bank to be on call to attend to ATM machines. During the time she was on call she injured her finger at home while removing a plastic cap from a bottle with a knife. That activity was totally unrelated to the employment. The Tribunal found for the worker. On appeal, the Federal Court held that the whole of the worker’s rostered hours on that day were to be

viewed as one overall period or episode of work and her injury occurred in an interval within that overall period.”

To put the *Wark* case in full perspective, it is useful to note the summary of the facts as set out in the Federal Court of Australia (Court of Appeal) as summarised by O’Laughlin J:

*“Ms Wark was required by her employer to hold herself in readiness throughout that Saturday. As a consequence of her accepting her roster, Ms Wark was paid the award daily allowance and, in addition, because she had been called out, she was also paid a further four hours at overtime rates. Her acceptance of the roster and her entitlement to the allowance and the overtime wages meant that there was the requisite temporal connection between her injury and her employment. Although she was not injured because of an actual work-related event, she was nevertheless injured at a time when there was an association with her employment in the way in which the workers in *Hatzimanolis*, *Comcare v McCallum* and *Inverell Shire Council v**

Lewis had an association with their respective employment when they were injured. It would not be correct to regard Ms Wark as having engaged in a discrete period of work during a time when she was specifically involved in attending to the faulty ATM; the whole of her rostered hours on that Saturday are to be viewed as one overall period or episode of work and her injury occurred in an interval within that overall period.” (emphasis added)

Having considered the cases and the facts of the matter before him, Mr Luppino SM concluded that the injuries sustained by Batzler were injuries that arose in the course of her employment and were therefore compensable under the Act.

If you think the decision in this case was something of a stretch of the meaning of “in the course of employment”, you may be correct. Mr Luppino reached his conclusion with the following comment:

“I believe that this court is ... compelled to reach this result because of the interpretation of the term “arising out or in the course of employment”

*in Hatzimanolis which I agree has expanded the meaning of those terms far beyond their ordinary and natural meaning. The result is as anomalous or bizarre as that in *McCurry* as in this case the Worker received her injuries as the result of the criminal actions of her former lover, his actions being entirely unrelated to the employment.”*

As I stated at the beginning of this article, some injuries may appear to be compensable when they in fact are not, whereas other injuries which you have incurred but which you could not be compensated for under the *Workers Rehabilitation and Compensation Act* in fact are injuries to which the Act applies.

If, after having read this article you believe you may have a compensable injury, you should contact this office or seek independent legal advice as to whether you may make a workers’ compensation claim, particularly if the circumstances surrounding your injury make the question somewhat vexed.

GRADUATION – SQUAD 94/2008

Twenty-six new officers graduated into the Northern Territory Police Force in a ceremony held earlier this year.

While the majority of the new officers were from Darwin, some came from as far away as Perth, Adelaide, Melbourne, Sydney, Brisbane, the Sunshine Coast, Dubbo, Borroloola and Alice Springs.

The members commenced

duties as Probationary Constables at Casuarina (4), Darwin (2), Palmerston (1), Katherine (8), Tennant Creek (4) and Alice Springs (7).

Kristian Jockers was presented with the Glen Huitson Trophy for the most consistent application in all areas of the training course.

The Rod Evans Memorial Trophy for the highest academic

achievement in Squad 94 was awarded to Bradley Wootton. Pavel Machalek received the Commissioner's Trophy as the best overall course performer in academic, practical and physical training.

The Physical Training Trophy for outstanding physical training ability was awarded to Andrew Dudley.

GRADUATION – SQUAD 95/2008

Northern Territory Police's newest officers graduates from their training at a ceremony on June 5 at the Police Training College Parade Ground, Peter McAulay Centre.

The inaugural Transitional Aboriginal Community Police Program commenced in August 2007 with 29 Aboriginal Community Police Officers taking part in the initial online shadow course.

They were expected to meet the high standard required in both academic and physical components at recruit Constable level to gain selection to undertake the 17 week intense transitional training program at the Police, Fire and Emergency Services College, Berrimah after completing the online "shadow" course.

13 members were to commence duties as Probationary Constables at their respective stations in the Darwin Region (9), Tennant Creek (1) and Alice Springs (3) following this graduation.

Currently there are 10 Indigenous members of the Northern Territory Police holding the rank of Constable or above and after this graduation that number will rise to 23. There are currently 75 Aboriginal Community Police Officers.

Commissioner White said that the graduation today



represented a historic milestone in the development of policing in the Northern Territory and in fact Australia.

"It is believed that the Transitional Aboriginal Community Police Officers as fully sworn Constables is a first in the history of policing in Australia and demonstrates the Northern Territory Police Force's commitment to building the representation of Indigenous people within the police force."

The Rod Evans Memorial Trophy for the highest academic achievement in Squad 95 was awarded to Johnathon Morrison.

Nicolette Krepapas received the Commissioner's Trophy as

the best overall course performer in academic, practical and physical training.

The Physical Training Trophy for outstanding physical training ability was awarded to Albert Tilmouth.

Kerin Souey was presented with the Glen Huitson Trophy for the most consistent application in all areas of the training course.

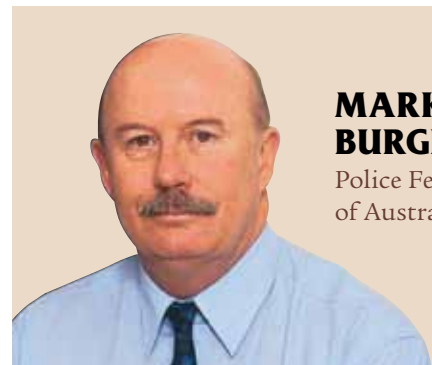
The Administrator's ACPO of the Year Award commenced in 2002 and was this year awarded to ACPO Lisa Burkenhagen of Palmerston Police Station. She has been an ACPO for two and half years and has worked both at Palmerston and at the Indigenous Policing Development Division.

PROMINENT POLICE ACADEMIC RESEARCHER WINS 2008 AUSTRALIAN LEARNING & TEACHING COUNCIL CITATION



Sydney University Senior Lecturer and prominent police academic researcher Giuseppe Carabetta, from the Sydney University Faculty of Economics and Business, has been awarded a citation in the 2008 Australian Learning and Teaching Council awards. Carabetta has done considerable work with the Police Federation of Australia (PFA) writing and researching various issues, particularly in relation to police employment matters.

His paper in the Melbourne University Law Review, "Employment Status of Police In Australia", has been regularly cited as an authoritative piece on police employment. Carabetta also worked closely with the PFA when it made submissions to the previous Federal Government about its concerns over WorkChoices and its potential



MARK BURGESS
Police Federation of Australia

impact on police. The PFA is planning to partner with Carabetta in an application for an Australian Research Council Linkage Grant for a project to examine Employment and the Law in Australian Policing: Options for a new Employment Law Model for Police.

The PFA wishes to congratulate Mr Carabetta for this honour and looks forward to continuing to work with him on behalf of Australia's police.



Police Federation of Australia

CHANGED YOUR ADDRESS?



Please let the NTPA know

Email: **admin@ntpa.com.au**

or phone **8981 8840**

POLICE ICT SYSTEM WINS PRESTIGIOUS AWARDS

IN MAY 2008 THE NATIONAL POLICE REFERENCE SYSTEM (NPRS) WAS RECOGNISED TWICE AT THE NATIONAL LEVEL WHEN IT SCORED THE 2008 EXCELLENCE IN E-GOVERNMENT AWARD (E-AWARD) AND THEN A WEEK LATER TOOK HOME THE AUSTRALIAN INFORMATION INDUSTRY ASSOCIATION'S (AIIA) iAWARD FOR E-GOVERNMENT AND SERVICES.

The e-Award and the iAward were presented to CrimTrac, which operates the NPRS on behalf of all police jurisdictions. The NPRS is an electronic platform that enables police and law enforcement agencies to exchange police information about people across all jurisdictions.

The e-Award was introduced by the Australian Government in 2006 to promote excellence in the use of ICT in Australia at all levels of government.

It recognises the most outstanding initiatives in e-Government that have been implemented in the past two years, based on the positive impact they have had on the lives of Australian citizens, community and business.

CrimTrac CEO Ben McDevitt said that to be presented with such a prestigious award at CeBIT, Australia's leading Information and Communications Technology event in Sydney, and then receive another accolade at the AIIA's awards a week later in Melbourne, was a massive endorsement of NPRS.

"To my knowledge, this is the first time a government agency such as CrimTrac has won both an iAward and an eAward in the same year for the same system," Mr McDevitt said.

"I thank all those who have worked so hard to develop this system. These awards are recognition of their effort.

"CrimTrac has been working closely with police jurisdictions and law enforcement agencies for a number of years to develop this system, which is a great example of joint collaboration between the Commonwealth, State and Territory jurisdictions."

Chief Executive Officer of the Police Federation of Australia, Mark Burgess has described NPRS as revolutionary.

"It's a wonderful system. It means that our members will have instantaneous access to information 24 hours a day, 7 days a week at their desktops, in their motor vehicles and even on the beat," Mr Burgess said.

These sentiments have been echoed by ACT Attorney-General and Minister for Police and Emergency Services, Simon Corbell:

"This is a very significant award for CrimTrac. It recognises the excellence of the system and the work they are doing to share data and information across police services and around the country to help fight crime."

Mr McDevitt said that winning both a national eAward and an

iAward was confirmation that CrimTrac's ICT solutions were on par with the best in the world.

"The National Police Reference System is clever technology. It allows police across Australia to exchange information, enabling them to access information about people in various jurisdictions. Police use this information to identify whether individuals are a threat to the public, of interest to police or wanted by police."

"It provides information critical to the day to day duties of community policing, supporting police with richer data on persons of interest than was available previously using other systems.

"Traditionally, police have maintained information within jurisdictional boundaries using disparate systems. However, having a system that transcends jurisdictional borders will address the problem of offenders moving interstate to avoid detection."

As a national winner of the iAwards, CrimTrac is eligible to represent Australia at the Asia-Pacific ICT Awards (APICTA) in Indonesia later this year, where it will compete with the best in the region.

NATIONAL POLICE REMEMBRANCE DAY

STATEMENT BY MINISTER DEBUS BASED ON A QUESTION BY CHRIS HAYES, WITH MALCOLM TURNBULL'S COMMENTS.

MR HAYES (2.51 pm) My question is to the Minister for Home Affairs. Will the minister inform the House about the upcoming National Police Remembrance Day?

MR DEBUS I thank the Honourable Member for Werriwa for that question and, of course, acknowledge his very long history representing police, particularly during his time with the Police Federation of Australia. National Police Remembrance Day is observed by all jurisdictions and on Monday, September 22, a number of speakers from all sides in this House supported a motion by the member for Werriwa to mark September 29 as National Police Remembrance Day. I am sure that the House would also want me to express support for the 50,000 men and women of Australia's police forces who work in Australia and in our region to protect the lives of those who live in our civilian environment.

It is shocking to realise that, in the past 20 years, 111 police officers have been killed on duty. This means an average of nearly six a year. Unfortunately, it is mostly young officers who have their lives cut short while they are serving their communities. Out of those 111, 88 were constables. That means that the majority of those who lost their lives were under the age of 30. There were officers like Glenn McEnally, who was ambushed and shot at close range by four men in Sydney in 2002 while he was sitting in his patrol car. Glenn McEnally was 26.

Last month marked the 10th anniversary since Victoria Police Officers Gary Silk and Rod Miller were brutally gunned down during a stakeout to catch two armed robbers. Their funerals, many will remember, touched the nation and, as a recent newspaper article on that anniversary mentioned, most police officers can

tell you exactly where they were and what they were doing when they first learnt of that double murder. It is also important at this time to recognise the risks faced by officers serving offshore, who serve in unpredictable and often hostile environments.

This year, for the first time since 1944, there have been no police deaths on duty in Australia. Hopefully, we can reach the end of 2008 without that situation changing. If you put your life on the line for the protection of the public on a regular basis, then you are performing a public service of the highest order. It is a level of selflessness that most of us never have to contemplate.

In 2006, more than 700 police came to Canberra from every state and territory to witness the commemoration of a national monument to recognise the service of Australian police officers who have died on duty. At the time of its dedication there were 719 names commemorated on individual brass touchstones. Next Monday, five new historical touchstones dating from 1884 to 1999 will bear the names of additional police deaths that have been discovered through ongoing research.

It is obvious enough that police are essential to the fabric of a civilised society, and we must continue to show our support for the work they do. They have a unique status, and that is reflected in the exercise of powers that the community permits them to uphold the law. Confidence in the proper use of those powers is essential.

The Police Federation of Australia, through its President, Vince Kelly, has asked that the Government give serious consideration to the creation of a national police service medal for serving police officers. The Government has, of course, been



very willing to examine that request in more detail. While I understand there is quite a lot of work to be done to advance that proposal, I am pleased to advise the House that the Government is working closely with the relevant authorities to clarify the formal requirements and to consider the necessary protocols in detail. I believe we have to talk to the palace about these things.

At this time of remembrance it is also appropriate that we give consideration to how we do recognise serving officers. I hope to be in a position to provide the House with an update on the matter of a National Police Service Medal in the not-too-distant future.

We thank the thousands of men and women in state and territory police forces and the Australian Federal Police who serve our community so well and confront risky, difficult situations on a daily basis.

MR TURNBULL Mr Speaker, on indulgence: on behalf of the opposition I strongly associate the coalition with the remarks by the Minister for Home Affairs about National Police Remembrance Day. The courage, heroism and sacrifice of police officers in the course of their duty are a heavy price that they pay to ensure that we live in a safe society. Representing and leading a party room which has a number of former police officers in its ranks, we are very pleased to associate ourselves, as I said, with the minister's very generous and eloquent remarks.

POLICE AT WORK RESEARCH PROJECT

MARK BURGESS

Police Federation of Australia

THE POLICE FEDERATION OF AUSTRALIA (PFA), IN CONJUNCTION WITH THE AUSTRALIAN FEDERAL POLICE ASSOCIATION, THE NEW SOUTH WALES POLICE ASSOCIATION, THE NORTHERN TERRITORY POLICE ASSOCIATION AND THE POLICE ASSOCIATION OF VICTORIA HAS CONTRACTED THE WORKPLACE RESEARCH CENTRE AT SYDNEY UNIVERSITY TO CONDUCT A “POLICE AT WORK” RESEARCH PROJECT.

Some 946 police across those four jurisdictions are taking part in the research that will be conducted over five years. The first year’s report has just been concluded.

The outcomes of the Police at Work project will be extremely beneficial, but because it will be used in future negotiations, it is not our intention to publicly release the report each year. Instead we plan to use its contents strategically.

The Police at Work study provides a wealth of information about police working conditions and working life. As it is being conducted alongside the Australia at Work survey, which has 8341 participants nation-wide, we are able to compare the working conditions and working life of police officers with the wider workforce. Some of the key findings from the first round of interviews include:

- There is quite a bit of movement of police officers within each police force. One in eight officers changed either their unit or rank level in the past year.
- Probably not a surprise to you considering the nature of the work, but the majority of officers work ‘unsociable’ hours: around two-thirds of officers ‘sometimes’ worked weekends, evenings, or public holidays, while around one-quarter ‘always’ worked during these times.
- Police officers are much more likely than other employees to have concerns that they may

get sick or injured as a result of their job.

- Overall, police officers are more likely to be happy with their length of working hours than the average Australian worker. Around one in seven officers would like to work fewer hours. However, police officers do feel overloaded at work. Police are considerably more likely than other employees to agree that “more and more is expected of me for the same amount of pay”, 74 per cent of all police agree with this statement compared with 53 per cent of employees generally. Further, police officers are less likely than other employees to feel that they have control over their working hours.
- Police officers are finding it more difficult to get by on their household income compared to Australian employees generally. Police officers were more likely to say that they were just ‘coping’ on their household income and less likely to say they were living comfortably or doing really well compared to other employed Australians.
- Police are more likely than employees at large to feel secure in their jobs but they are less confident about their position in the labour market more broadly. This may be because police are concerned about the transferability of their skills to other areas of the labour market.



The Australia at Work and Police at Work Research Team L to R: Sarah Oxenbridge, John Buchanan, Gillian Considine, Brigid van Wanrooy, Michelle Jakubauskas.

These are just some examples of findings from the first wave of the study. As it is continued over the next four years, we will be able to explore the dynamics of police working life, such as promotions, transitions in and out of different positions and the workforce, and where people go if they leave the police force.

The PFA is convinced that most debates and negotiations are won based on sound research. This is the most intensive police employment-related project ever undertaken by the PFA as it will encompass five years of work. The information gained over that time will place us in a good position to negotiate beneficial outcomes for our members.

The Australian Workplace Research Centre is respected worldwide for its work and we thank John, Sarah, Gillian, Brigid and Michelle for their passion and professionalism that they have displayed throughout this project.

I take this opportunity to thank every member who has participated. Your time and effort will reap long-term rewards for you and your colleagues.

ANNUAL CONFERENCE 08



ANNUAL CONFERENCE

PRESIDENT'S ADDRESS

Chief Minister Paul Henderson, MLA, Leader of the Opposition Terry Mills, Commissioner of Police, Mr Paul White APM, representatives of all Australian Police Unions/Associations and the New Zealand Police Association, distinguished guests and delegates to conference, welcome to the 2008 Annual Conference of the Northern Territory Police Association.

Once again the timing of our conference is interesting in a political sense with the Territory election held last Saturday. The 2001 conference coincided with the Territory election campaign which resulted in the election of a Labor Government for the first time in 27 years.

The 2003 conference coincided with the release of the O'Sullivan Report which was the culmination of a review of the Police Force by

Mr Jim O'Sullivan - a review that was held by a reluctant government and Commissioner following enormous community pressure led by our Association.

The 2005 conference was held in the aftermath of another Territory election which saw Labor increase its stranglehold on government.

And of course the 2007 conference was held shortly after the then Howard Government had announced the so-called emergency response to the Wild/Anderson report.

So in 2008 I congratulate the Chief Minister on his election. If a week is a long time in politics then a year is an eternity. Many of you will recall that last year at our conference the then Chief Minister, Clare Martin, had just assumed the police portfolio. This was largely due to the announcement of the federal intervention into



VINCE KELLY
President, NTPA

the administrative affairs of the NT Government in remote communities, particularly policing.

I would hope that the Chief Minister will retain the police portfolio. In light of the importance both leaders placed on policing in





the election campaign anything less would be a disservice to our members and the community.

Following the announcement of the 2008 election campaign on July 21, 2008 I jokingly made the observation that as the Chief Minister knew the dates of our Annual Conference he had determined an election date to deny our Association a platform to apply extra political pressure to achieve outcomes for our members and the community.

If that was the intention, today is not the Chief Minister's lucky day – starting today we have a number of years to apply sustained political pressure to achieve our objectives.

As this is the first public forum both leaders have attended since the election I suspect media interest will be intense, particularly as I have already observed that both leaders placed an extremely high priority on policing issues during the election campaign.

Some media observers expressed some surprise at what they considered to be the relatively low profile adopted by our Association during the election campaign.

While this observation may have some credence, our Association made public comments on the likely effect of the policing policies of government and the opposition on our members and the community generally.

Further, there is no doubt that the various announcements by both major political parties relating to police resources is the result of public and private lobbying by our Association.

Our Association has shown over time that there is a fine balance in public and private political pressure in achieving outcomes for our members and the community. While the media are an important tool in our activities, our ultimate responsibility is to achieve outcomes for our members.

Delegates will also be aware that the electoral cycle is relatively short and the campaign cycle even shorter. Lasting and real change is achieved through incremental steps over time. Our Association

used this election campaign to pursue a number of key policy initiatives which have been resisted by Government and the Commissioner.

Following the announcement of the election, our Association wrote to the leaders of both parties seeking a commitment to address three key areas of concern, namely, resource allocation, an audit of police numbers, and superannuation justice for police.

Before addressing these issues in more detail I can indicate to this conference that the then leader of the opposition committed to an audit of policing and resolving the issue of police superannuation. The Chief Minister advised that a resource allocation model was about to be considered by the Commissioner of Police and that following the territory election the Government would be looking at superannuation arrangements more generally.

I remind our political guests if either of you believe that our Association will simply move on from these issues now that the election is over you are mistaken.

Next year marks the 70th Anniversary of our Association. Our Association will be around long after current and future political leaders have had their day. We do not forget those who claim to support the police, individually and collectively, in word but not deed.

The theme of this year's conference "Territory Police Policing the Territory" was initially chosen by the executive to represent the overwhelming view of our Association that the best people to police the Territory are Territory Police Officers and with the greatest of respect to our federal and interstate comrades, no one else. There is a connection between this position and the issues of resource allocation, an audit of police numbers, and superannuation justice for police.

The federal intervention into the Northern Territory resulted in the NT Government and Commissioner being directed



to place police officers in a large number of communities where we have never, or not recently had a permanent presence.

Clearly, the time frame demanded to establish this presence by the then Federal Government was beyond the capacity of the NT Police Force and our resources had to be supplemented by police officers from the AFP and other state jurisdictions.

It has been argued that no one saw this intervention coming. I beg to differ. Our Association identified at our 2006 Annual Conference the

“Federal and Territory Government should co-operatively develop new funding arrangements to ensure where a need for a permanent police presence is identified in any community then such a need should be met by the provision of fully sworn trained Constables.

“There is little doubt that many remote Aboriginal communities are in crisis and that one of the most important factors in resolving this crisis is providing an acceptable level of community safety through a properly resourced police force.”

While we may not have conceived the extent of the then Federal Government’s intentions, we clearly foresaw that some action by the Federal Government was imminent.

As I indicated at the 2007 Annual Conference *“Ever since the announcement our Government, our Commissioner, our police force as an organisation, individual police officers, and the Federal and Territory Government bureaucracies have been scrambling to make this ‘plan’ work for our Territory”.*

You may remember at the 2007 conference I compared the federal intervention “plan” to a Monty Python sketch. While I do not retract those comments I take this opportunity to acknowledge the enormous amount of work undertaken by the NT Police Force to establish a permanent police presence in a large number of communities in just 12 months. While this has been achieved with the support of police from other jurisdictions it is the underlying

culture of our Police Force that has allowed this to occur.

It is now incumbent on the Territory Government to ensure that only Territory police are policing the Territory. The Territory Government must, in conjunction with the Federal Government, ensure that our police force is resourced to carry out our duties without supplementation from the Australian Federal Police.

It is our view that the most practical way the Government can achieve this is to actually develop appropriate resource allocation models to assist both the Government and the Commissioner in determining a more sensible and holistic manner – “the how, where, and when” – of the allocation of police resource, that is, outside the pressure cooker environment of an election campaign.

It is our view that the failure of the current Government and Commissioner to address this issue in line with recommendation 112 of the O’Sullivan report (and the complementary recommendations 2, 29, and 30) has undermined the effectiveness of the increase in police numbers that resulted from that very report.

This failure is compounded in our view by the Government’s refusal to commit to an independent audit of police numbers to assess how effectively extra resources provided to the Commissioner since 2001 have been utilised. This should not be seen as an exercise in “blame” but an exercise in improving community safety.

There are two stark reminders of why such an audit is required – the Federal Intervention – which has at its core a lack of police resources, and the second is the staggering NT Road toll. I do not think I need to comment further about the federal intervention.

In relation to the road toll in his 2005 Annual Report, the Commissioner highlighted a 12 per cent reduction to 40 in the reporting period stating that *“the reduction continues to justify the NT Police response to road safety through*





targeted traffic operations, high vigilance by marked and unmarked police patrols and a strong public education campaign through media and other communication networks”.

The community is entitled to question that if this statement was or remains valid, why does the road toll continue to climb? As a sworn police officer I am the first to acknowledge that drivers must take responsibility for their actions and obey road rules. However, the reality for some, perhaps many, road users is that the only real deterrent is a real police officer in a real police car locking people up and issuing tickets.

Clearly there needs to be some examination of the adequacy of police resources relating to traffic enforcement.

This apparent lack of police resources also flows into other areas such as community safety on public transport where the Government has chosen to place Transport Safety Officers with limited training, limited powers, and a somewhat confusing role.

The establishment of the so-called first response patrols and the trialling of volunteer mobile Neighbourhood Watch patrols is further confirmation that police resources are not necessarily being utilised as the community might expect.

Chief Minister, I urge you, in the interests of community safety to make a firm commitment to develop a resource model for our police force and to conduct an independent audit of how our current resources are being utilised. The third issue raised by our Association in the election campaign was police superannuation. Superannuation is the cornerstone to retaining our experienced police and the Government must resolve this issue.

The Chief Minister is under the misapprehension that police superannuation arrangements to quote “are consistent with national benchmarks and, in respect of police, I understand the arrangements are similar to most other jurisdictions”.

The Chief Minister is wrong and in policing terms our most aggressive competitors, namely, the AFP and Queensland, have far superior superannuation arrangements.

I urge the Chief Minister to commit to ensuring that the provisions of the 2008 Consent Agreement relating to superannuation are fully explored and that the Government makes a real commitment to resolving this issue during the life of this parliament.

You will notice the above statement is my first reference to the 2008 Consent Agreement. This is not reluctance on my part. Our Life Member and immediate past Senior Vice President, Sergeant Andy Smith, is doing a presentation after morning tea on our industrial achievements and I do not wish to steal his thunder.

However, briefly, the 2008 Consent Agreement was the result of intense preparation by our Association during 2007. This preparation involved delegates to the 2007 conference, the industrial committee, the executive, and all members.

I would also like to acknowledge the efforts of Assistant Commissioner Payne and the Director of HR, Ms Helen Campbell, in finalising this agreement.

We did not achieve everything we wanted to in these negotiations, in particular I believe the Commissioner of Police missed an opportunity to deal with underlying issues of concern for Commissioned Officers and the recognition of the skills possessed by many of our specialist investigators.

The Government refused to move on superannuation and, as indicated in the Government’s approach to police superannuation, appears to be based on a misunderstanding of the actual position that exists for Territory Police Officers.

However, as I indicated at all information sessions the 2008 Consent represents a reasonable industrial outcome for members, particularly in light of the July adjustments to the housing

allowance and continued improvements in police housing.

The final industrial issue I wish to address relates to the so-called front line policing rosters. Delegates would be aware that your Association is of the view that a recent email and broadcast relating to this so-called roster represents in our view a breach of the 2008 Consent Agreement.

We are currently considering the response from the Commissioner of Police to matters we have raised. I take this opportunity to assure members we intend to make the Commissioner comply with the 2008 Consent Agreement and other agreements relating to rosters and consultation. Consultation means more than telling your employee "here is your new roster".

The one other issue that your Association pursued with the major political parties during the election campaign related to the NT Police Service Medal. Due to the changing nature of recruitment into the Northern Territory Police we have asked that the relevant legislation be amended to ensure that the Police Service Medal be awarded for 10 years service in the NT Police only.

Mr Mills immediately committed to making the required amendments, however the Chief Minister has indicated the legislation will be reviewed following discussions with the Commissioner. Chief Minister I hope that your discussions are brief and that the appropriate amendments are made to the legislation as we have suggested.

Before closing I do wish to acknowledge the improvements that have occurred in terms of police resources since 2001. There is no doubt that there has been a significant increase in police numbers and resources since 2001.

While these were improvements that simply had to be made the Labor Government deserves credit for acting. Similarly, there have been many things achieved in industrial terms and in relation to legal aid for members. To list them all would make for a very long morning.

We appreciate the Government's important role in delivering on these issues. Nothing was simply handed over, our Association and you the members had to make a case.

So the challenge for the incoming government is to build on the achievements of the past seven years.

- To listen to the representative body of the sworn members of the NT Police Force, our Association.
- To act to ensure the police force is adequately staffed and resourced to safely fulfil our sworn role to serve and protect the Northern Territory community.
- To act to ensure that when doing their sworn duty our police and their families must be secure in the knowledge that when tragedy strikes they will be provided for by the best possible superannuation, work cover and legal assistance that is available.
- To act to create the industrial climate which attract the very best people and retains the very best police officers.

In short the challenge is to act to ensure that Territory Police are Policing the Territory.

Finally, I remind members that Sunday, August 3, 2008, marked the ninth anniversary of the murder of Glen Huitson. A small group of us commemorated the occasion and we are currently planning a more significant commemoration for the 2009 anniversary.

I extend our sympathy to all members of the police family who have been killed on duty since we last gathered including most recently our New Zealand colleague, Sergeant Derek Michael Wootton.

I also extend our deepest sympathy to the families of our own members, Aboriginal Community Police Officers Thomas Matthews and Bert Cubillo who passed away in the last 12 months.

I now ask all delegates to stand and observe a minute silence for our deceased friends and colleagues.



ANNUAL CONFERENCE 08





MERITORIOUS SERVICE AWARD TO DANNY BACON



At the May Executive Meeting Superintendent Danny Bacon was awarded an NT Police Association Meritorious Service Award. Danny had been NTPA Treasurer since the position was recreated in 2004 and had been on the Executive for a number of years prior to taking up the Treasurer role. When first elected to the Executive he held the rank of Senior Constable.

Danny's commitment to protecting the members' interests through sensible management of Association funds has been much appreciated. Danny always looked at things from a working police officer's point of view and

was always cautious about the impact fee adjustments would have on association members and their families.

Danny's time on the Executive was not all smooth sailing and he was involved in some difficult executive decisions, however he always acted in the interests of the members. Danny was also committed to the Police Historical Society where he held the position of Treasurer for a number of years. Danny did not stand for either position following his decision to take extended leave overseas. All members of both our Association and the Historical Society are grateful for his contribution over many years.

PETER ELLIOTT'S SERVICE RECOGNISED

Peter Elliot's service to Police Association members was recognised at the 2008 Annual Conference dinner. Peter has represented a number of our members over the years and always ensured that they were given the best possible defence to any criminal allegations.

In accepting the award, Peter said "I am happy to go the extra yard for police who face criminal charges for just doing their job. I go to work every day but I don't get spat at, abused, assaulted or second-guessed.

"It is very easy for people to make judgements from the safety of an office with the benefit of hindsight. Police officers do not have the luxury. This award is a real honour."

Peter was given a standing ovation by those at the conference dinner.





John Daly, Steve Rankine, Ian Kennon and Wayne Tilley with Michelle.

Recently NTPA Executive member Steve Martin presented the widow of Senior ACPO Thomas Matthews with a collage on behalf of the NT Police Association.

Thomas' service to the NT Police and NT Fire Service prior to his

tragic death in October 2007 was commemorated in the collage.

NTPA President Vince Kelly said "I am glad we could make this small gesture to Michelle and the children.

"Hopefully this will help lessen the pain of his loss and remind Thomas' family of his contribution

to the Territory community and the regard in which he was held by his colleagues.

"I want to thank Steve Rankine for his assistance in bringing this presentation about. Steve has continued to be a great support for Thomas' family since his death."



Steve Martin presenting the collage to Michelle.



Michelle with the collage.

TRS FUNCTION AND TONY CLARKE FAREWELL

RECENTLY THE NTPA EXECUTIVE HOSTED THE TRS TO ACKNOWLEDGE THE PUBLIC SUPPORT OF "THE BATS" FOR A MEMBER.

TONY CLARKE FROM TRS WAS ALSO FAREWELLED PRIOR TO HIS TRANSFER FROM TRS TO THE TIWI ISLANDS.



MEMORIAL CEREMONY FOR SGT GLEN HUITSON

Sunday, August 3, marked the ninth anniversary of the death of Sgt Glen Huitson. Glen was shot and killed while manning a roadblock at the intersection of Old Bynoe Road and the Stuart Highway. His death rocked the close knit community of Adelaide River, his friends and colleagues in the NT Police Force but mostly his family.

Glen left a wife, Lisa and two kids, Joseph and Ruby who now reside on the north coast of NSW. This year a group of Glen's friends assembled at his memorial. The police padre, Peter Wright, said a few words and led a prayer on the day in remembrance of Glen. Friends then participated in a few beers and a sausage sizzle reminiscing on Glen's life.



KEEPING YOUR COOL THROUGH HEATED TIMES

PAUL BETTI

CEO, AFA

As an investor reading recent financial headlines, you may be feeling nervous about your investments.

However while the recent market turbulence has been unsettling, it's important to recognise that volatility is not unusual.

In fact, what has been more unusual is the apparent lack of volatility in markets for the past several years, and the exceptional performance of the sharemarket over a relatively long period.

The current volatility comes from the US sub-prime loan crisis because it's not clear which financial institutions are exposed to sub-prime loans and to what extent financial institutions around the world have lost confidence lending. This has caused the market to contract and share values to drop.

Although disconcerting for investors, it's important to remember that ups and downs in the sharemarket are normal and an expected part of market behaviour.

In fact over the past eight years, a number of big events have shaken the market, including the war with Iraq in 2003, the US terrorist attacks in 2001, and the 'Tech Wreck' of 2000.

All these events caused share values to fall, but they subsequently recovered.

It is important to remember that any investor who is in for the long run will experience low or negative returns at some stage or another.

Markets generally bounce back and return to, or even surpass, previous levels. But the time taken for the markets to recover varies, and it's impossible to know when it will happen.

BE A SMART INVESTOR

While it is sensible to reassess your investment strategy if there are changes to your circumstances, experience has shown that investors who stick to their strategy despite market turbulence consistently achieve better returns in the long term.

In fact if you abandon your investment strategy as soon as the market rumbles, you might end up converting a paper loss into an actual loss.

Selling at a time when stock values drop contradicts the golden investment rule of buying low and selling high.

In fact when the market is down investors can buy cheaper assets and capitalise on their recovery.

Such a strategy is particularly suitable for long-term investments like super, where you are forced to be a disciplined investor as you can't access your funds until retirement.

Investors can often make costly mistakes by selling down through fear the markets will not recover.

DALBAR, a Boston-based financial research organisation, studied investor behaviour over a twenty-year period and found

that the average US investor in managed funds achieved a return of 4.3% pa, compared to a return of 11.8% pa from the broader US sharemarket (as measured by the S&P500 index).

Poor investment decisions therefore cost these individuals around 7.5% each year for twenty years. On a \$100,000 investment that is the difference between a return of \$232,000 and one of \$930,000!

Poor returns can result from undisciplined investing: not sticking to a strategy, getting spooked by market noise, and blindly following the latest trends.

Getting financial advice is a great way to avoid these wealth-destroying habits and get some wealth creation strategies working for you.

Strategies that allow you to put more money into super, for example, even in times of volatility, are likely to make a greater positive difference to your lifestyle in retirement than short-term market fluctuations.

To sum up, although it is natural to feel nervous about your investments when the market falls, volatility is a normal part of investment. What matters most to your financial wellbeing is choosing the right strategies that will add value over the long term.

Speak to your financial adviser to find out more and to make sure your plan is still on track.

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POLICE HEALTH'S ELECTRONIC CLAIMING

THE INTRODUCTION OF POLICE HEALTH'S ELECTRONIC CLAIMING SERVICE IN OCTOBER 2006 HAS PROVED TO BE VERY POPULAR AND WELL RECEIVED BY MEMBERS. OUR RESEARCH SHOWS THAT 78% OF PARTICIPANTS ARE UTILISING ELECTRONIC CLAIMING SYSTEM.



This has increased from 55% of participants who were utilising the electronic claiming system in 2007. This shows an increase in awareness and popularity of electronic claiming over the past year.

The research also showed that some members were not aware that Police Health had introduced electronic claiming. So just to reiterate - electronic claiming, also commonly known as HICAPS, is a facility available at many providers, that allows extras members to automatically claim their Police Health entitlements for their treatment on-the-spot, and only have to pay the

remainder of the account. This means less paper work and keeps more or *your* money in *your* pocket.

Services members can use their electronic claim card, through HICAPS are:

- Dental (excluding Orthodontic)
- Optical
- Chiropractic
- Physiotherapy
- Osteopathy
- Podiatry

While Police Health aims to provide this service with as many health providers as possible, there are some service groups we are not including. We believe introducing electronic claiming to some

services would compromise the fairness of our benefit structure we have for those services. Regrettably, Police Health's electronic claiming service does not apply to:

- Occupational Therapy
- Psychology
- Speech Therapy
- Complementary Therapies

To find out if your health provider offers HICAPS electronic claiming, simply look for the HICAPS logo, contact your health provider, or go to www.hicaps.com.au.

For more information regarding electronic claiming contact Police Health on **1800 603 603** or visit www.policehealth.com.au



NTPA GIFT SHOP

HALF PRICE SALE ON SELECTED ITEMS
NEW STOCK JUST ARRIVED

- Polo shirts territory colours
- Trekker jackets (men's and women's) - great for the dry season
- Chambray shirts - light blue and white (men's and women's)

Get in early for Christmas

Check out our website www.ntpa.com.au
or call into our office at 5 Foelsche Street Darwin

DON'T WORRY, BE HAPPY*

THERE ARE PLENTY OF THINGS THAT MAKE US HAPPY (OR UNHAPPY) FOR A MOMENT BUT WE NEED TO SEEK HAPPINESS THAT WILL GIVE US ENDLESS HOPE, NOT A HOPELESS END.

From time to time people say "Peter is a very serious person" or I have been asked "are you worried about something?" For a start I don't necessarily see myself as being a very serious person, and generally I don't tend to worry about anything too much.

Looks can be deceiving. It may be time for me to be more aware of my facial expression and consciously put on a happy face. Then again, what causes us to put on the face we have?

We may determine to be happy, but it may not last long.

On the way to the office the other day I saw a small car that had a sizeable dent in it. I'm sure the driver was not impressed, and certainly would not have had a smile on his face when the incident occurred.

That evening as I drove my vehicle into the carport I nudged

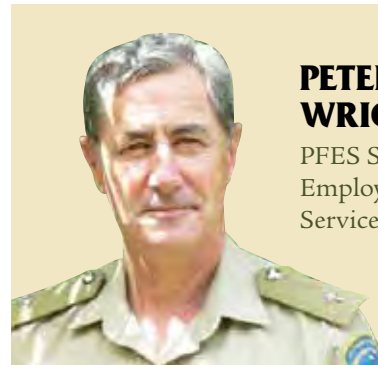
the front bumper into the wall, leaving scratch marks. I can tell you I was not impressed. As I walked in the door my wife asked "did you have a good day today?" I had planned to have a good day and smile the day away, but it didn't quite work out. How many people plan to have a bad day when they get out of bed?

I came across an article the other day that said: Is God a happy God? Certainly the answer is yes.

I believe God is the source of all happiness, lasting happiness, not the things that make us happy for a moment or two such as good music or film, my footy team winning the grand final (this is very important) or a scratch-free, dent-free car.

Every time I washed my car THAT scratch would get at me.

Reinhold Niebuhr's serenity prayer starts off by asking God to grant us the serenity to accept



PETER C WRIGHT

PFES Senior Chaplain
Employee Support
Services

the things we can't change, the courage to change the things we can and the wisdom to know the difference.

There are plenty of things that make us happy (or unhappy) for a moment but we need to seek happiness that will give us endless hope, not a hopeless end.

Live life to the full.

PETER C WRIGHT

PFES SENIOR CHAPLAIN

Employee Support Services
NT Police, Fire & Emergency Services

Email: pfes.chaplain@pfes.nt.gov.au

Phone: (08) 89955425

Location: 5th Floor NAB Building

Mobile: 0407 797 197

Postal: PO Box 39764 Winnellie
NT 0821

Fax: (08) 8995 5426

**Bob Marley lyrics*

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

SQUAD 30 REUNION

SQUAD 30 (JAN-JUNE 1979) ARE PLANNING
A 30 YEAR REUNION EARLY 2009.

Any ex members are asked to provide contact details to lorraine.carlon@pfes.nt.gov.au

NOW IS A GREAT TIME TO SAVE WITH POLICE CREDIT UNION

WHILE INTEREST RATES CONTINUE TO HAVE AN IMPACT ON THE HIP POCKET OF MANY AUSTRALIANS, THE FLIPSIDE OF THIS IS THAT IT'S THE PERFECT TIME TO SET A SAVINGS PLAN IN PLACE, WITH SOME FANTASTIC INVESTMENT RATES AVAILABLE - BOTH AT-CALL AND WHEN LOCKING YOUR MONEY AWAY.



8.00% P.A. AT YOUR FINGERTIPS

If you like the sound of a savings account that offers you an exceptionally high rate of return without having to lock your money away, then you'll love the **iSavings Online Account**.

With iSavings, you can earn up to **8.00% p.a.*** and have the ability to use your money how you want, when you want.

That's one of the best ongoing rates online!

Interest is calculated daily and paid monthly, so effectively, you're earning interest on your interest.

Thanks to online and telephone banking, you can have access to your money 24 hours a day, 7 days a week.

Another great benefit of this account is the fee-free transactions available online^, via telephone

banking and using BPAY.

With all of these features, it's no wonder iSavings has been rated as the Best in Australia.

The best part is, an iSavings account is only a click away! Simply log on to Internet Banking at **policecu.com.au**, select the Accounts button at the top of the page and you can open your new account and start saving straight away.

If you'd rather speak to someone in person, you can drop into any of your branches or call **1300 131 844** and our friendly staff will be more than happy to help.

COP THIS!

Do you have **\$50,000** or more that you'd like to lock away so there's no temptation to dip into your savings? Would you also like to earn some serious interest?

Then you need to call Police Credit Union today, because for a limited time only, you can earn a red hot and **8.00% p.a.** for 5 months when you park your money with us!#

For this 5 month special offer, interest is calculated daily and paid on maturity.

Don't forget, we also have great rates for amounts of \$1000 and higher and terms of 30 days to 60 months. And as an Advantage Member, you can earn 0.15%p. a. higher than the published rate (this doesn't apply to the aforementioned special offer).

Like to know more? This is a limited offer so you need to act fast. For more information drop into your local branch today or phone **1300 131 844** & speak to one of our friendly staff.

Terms, conditions, fees & charges apply. An Information Statement is available from our branches for the relevant product & should be read before taking the relevant product. You should consider if the relevant product is appropriate for your needs. iSavings - *Rate is current as at 01.07.08, is subject to change and applies to a minimum \$250,000. ^Free online transactions do not apply to periodical payments. Term Deposits - #Special offer available for new money only. No seniors card or Advantage bonus applies. Rate is current as at 18.08.08 and is subject to change.

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OFFBEAT

21 ECONOMIC MODELS EXPLAINED WITH COWS - 2008 UPDATE

SOCIALISM

You have 2 cows.
You give one to your neighbour.

COMMUNISM

You have 2 cows.
The State takes both and gives you some milk.

FASCISM

You have 2 cows.
The State takes both and sells you some milk.

NAZISM

You have 2 cows.
The State takes both and shoots you.

BUREAUCRATISM

You have 2 cows.
The State takes both, shoots one, milks the other, and then throws the milk away...

TRADITIONAL CAPITALISM

You have two cows.
You sell one and buy a bull.
Your herd multiplies, and the economy grows.
You sell them and retire on the income.

SURREALISM

You have two giraffes.
The government requires you to take harmonica lessons

AN AMERICAN CORPORATION

You have two cows.
You sell one, and force the other to produce the milk of four cows.
Later, you hire a consultant to analyse why the cow has dropped dead.

ENRON VENTURE CAPITALISM

You have two cows.
You sell three of them to your publicly listed company, using letters of credit opened by your brother-in-law at the bank, then execute a debt/equity swap with an associated general offer so that you

get all four cows back, with a tax exemption for five cows.
The milk rights of the six cows are transferred via an intermediary to a Cayman Island Company secretly owned by the majority shareholder who sells the rights to all seven cows back to your listed company.
The annual report says the company owns eight cows, with an option on one more.

You sell one cow to buy a new President of the United States, leaving you with nine cows.
No balance sheet provided with the release.

The public then buys your bull.

A FRENCH CORPORATION

You have two cows.
You go on strike, organise a riot, and block the roads, because you want three cows.

A JAPANESE CORPORATION

You have two cows.
You re-design them so they are one-tenth the size of an ordinary cow and produce twenty times the milk.
You then create a clever cow cartoon image called 'Cowkimon' and market it worldwide.

A GERMAN CORPORATION

You have two cows.
You re-engineer them so they live for 100 years, eat once a month, and milk themselves.

AN ITALIAN CORPORATION

You have two cows, but you don't know where they are.
You decide to have lunch.

A RUSSIAN CORPORATION

You have two cows.
You count them and learn you have five cows.
You count them again and learn you have 42 cows.
You count them again and learn you have 2 cows.
You stop counting cows and open another bottle of vodka.

A SWISS CORPORATION

You have 5000 cows. None of them belong to you.
You charge the owners for storing them.

A CHINESE CORPORATION

You have two cows.
You have 300 people milking them.
You claim that you have full employment, and high bovine productivity.
You arrest the newsman who reported the real situation.

AN INDIAN CORPORATION

You have two cows.
You worship them.

A BRITISH CORPORATION

You have two cows.
Both are mad.

AN IRAQI CORPORATION

Everyone thinks you have lots of cows.
You tell them that you have none.
No-one believes you, so they bomb the **** out of you and invade your country.
You still have no cows, but at least now you are part of Democracy....

AN AUSTRALIAN CORPORATION

You have two cows.
Business seems pretty good.
You close the office and go for a few beers to celebrate.

A NEW ZEALAND CORPORATION

You have two cows.
The one on the left looks very attractive.

DRINK TO FORGET

Paddy had been drinking at his local Dublin pub all day and most of the night celebrating St Patrick's Day.

Mick, the bartender says: "You'll not be drinking any more tonight Paddy."

Paddy replies: "OK Mick, I'll be on my way then." Paddy spins around on his stool and steps off. He falls flat on his face. "Shoite" he says and pulls himself up by the stool and dusts himself off. He takes a step towards the door and falls flat on his face, "Shoite, Shoite!"

He looks to the doorway and thinks to himself that if he can just get to the door and some fresh air he'll be fine. He belly-crawls to the door and shimmies up to the door frame. He sticks his head outside and takes a deep breath of fresh air, feels much better and takes a step out onto the sidewalk and falls flat on his face. "B'Jesus, I'm fockin' focked," he says.

He can see his house just a few doors down, crawls to the door, hauls himself up the door frame, opens the door and shimmies inside. He takes a look up the stairs and says "no fockin' way".

He crawls up the stairs to his bedroom door and says: "I can make it to the bed." He takes a step into the room and falls flat on his face. He says "fock it" and falls into bed.

The next morning, his wife, Jess, comes into the room carrying a cup of coffee and say: "Get up Paddy. Did you have a bit to drink last night?"

Paddy says, "I did Jess. I was fockin' pissed. But how'd you know?"

"Mick phoned... you left your wheelchair at the pub!"

LOOK OUT, MEDIA!

For anyone having regular dealings with media or having ever been in the position where a journalist persists in pushing a point, here's an example of how one leading Australian military general ended an interview he was obviously getting a tad annoyed about.

Not recommended, although possibly an excellent example to include in media training sessions re what NOT to do!

General Cosgrove was interviewed on the radio recently.

You'll love his reply to the lady who interviewed him concerning guns and children. Regardless of how you feel about gun laws you gotta love this!

This is one of the best comeback lines of all time. It is a portion of an ABC interview between a female broadcaster and General Cosgrove who was about to sponsor a Boy Scout Troop visiting his military headquarters.

FEMALE INTERVIEWER:

So, General Cosgrove, what things are you going to teach these young boys when they visit your base?

GENERAL COSGROVE:

We're going to teach them climbing, canoeing, archery and shooting.

FEMALE INTERVIEWER:

Shooting! That's a bit irresponsible, isn't it?

GENERAL COSGROVE:

I don't see why, they'll be properly supervised on the rifle range.

FEMALE INTERVIEWER:

Don't you admit that this is a terribly dangerous activity to be teaching children?

GENERAL COSGROVE:

I don't see how. We will be teaching them proper rifle discipline before they even touch a firearm.

FEMALE INTERVIEWER:

But you're equipping them to become violent killers.

GENERAL COSGROVE:

Well, Ma'am, you're equipped to be a prostitute, but you're not one, are you?

The radio went silent and the interview ended.

'Touche Major General Cosgrove!'

GETTING A HAIR DRYER THROUGH CUSTOMS

A distinguished young woman on a flight from Ireland asked the Priest beside her: "Father, may I ask a favour?"

"Of course, what may I do for you?"

"Well, I bought an expensive women's electronic hair dryer for my mother's birthday that is unopened and well over the Customs limits and I'm afraid they'll confiscate it. Is there any way you could carry it through customs for me? Under your robes perhaps?"

"I would love to help you, dear, but I must warn you I will not lie."

"With your honest face, Father, no one will question you," she said.

When they got to Customs, she let the priest go ahead of her.

The official asked: "Father, do you have anything to declare?"

"From the top of my head down to my waist, I have nothing to declare"

The official thought this answer strange, so asked: "And what do you have to declare from your waist to the floor?"

"I have a marvellous instrument designed to be used on a woman, but which is, to date, unused."

Roaring with laughter, the official said, "Go ahead, Father. Next!"

LAST TOUR

Good Morning,

As I have resigned from the Northern Territory Police Force, effective date being July 18, 2008, please take this email as being my resignation from the Association effective from the same date.

I would like to take this opportunity to thank S/C Jennifer Hamilton for all the help she has given both as the acting welfare officer and as peer support. Jen has continually gone the extra mile and out of her way to provide support and assistance. She

has never waited for a "suggestion" but rather checks on her own that people may need some help.

Resigning was not an easy decision and I will miss the many friends and associates I have here in Alice Springs.

Working in Alice Springs has many challenges that are unique to anywhere else and certainly gives you experience that you can not get anywhere else.

Regards **Sherry**

Sherry Baxter

1/c Constable 2401

Domestic and Personal Violence

Protection Unit Alice Springs

8951 8804

Hello Vince,

After a bucket load of years in the job, and numerous memories of good times with some bad, I have very happily submitted my resignation, to be effective from May 22, 2008. In doing so I also submit my resignation from the NTPA to be effective the same date.

I would like to take this opportunity to thank the Association for everything it has done over the years and wish you and all the members well for the future. As I was one of the lucky ones to stay with the CSS please keep the pay increases coming.

Yours Sincerely,

Phil Clapin

S/Const 694

Vince, I am writing to inform you that I have handed in my resignation which is effective from the close of business on July 23, 2008.

I have enjoyed my time with the police force.

I am sure that we will run into one another at some time in the future.

I will be remaining on Groote Eyland and commencing work with GEMCO Community Relations on the 24th of this month.

I would like to formally resign from the Police Association effective from the close of business on July 23, 2008.

I would like to thank you and the Association for your assistance over my period of service.

Cheers and good luck with the EBA.

John Hansen

Senior Constable 2285

School Based Constable

Alyangula LPO

Ph: 89876122 Mobile: 0417806838

John.Hansen@pfes.nt.gov.au

Dear Vince Kelly,

I wish to cease my membership with the NTPA, to coincide with my resignation from the NT Police Force on July 25, 2008.

At this point in time I feel I need a change in my career. I have been looking at some other options including the NSW Police Force.

I have enjoyed my time with the NT and the people I had a chance to work with but now is the time to say farewell and stay safe.

1-C **Constable C. Langdon** 2290

Yuendumu Police Station

Good Morning Vince and Owen,

I would like to inform you of my resignation from the NTPOL and subsequent departure from the Police Association. My separation date is October 13, 2008 (last day of work September 3, 2008).

I have had over 11 years of great policing and life experiences.

I wish to thank all those who helped me through these past years and laughed at my sometimes ordinary jokes.

I now head off to colder pastures in Victoria. I will miss the work and lifestyle of the NTPOL.

Cheers,

Stephen Hazell

Call Centre SUPV

Hi Vince, Owen, Chalker and NTPA,

Today, August 29, 2008, is my last shift with the Northern Territory Police Force. I will therefore tender my resignation as Barkly NTPA Chairperson and from the NTPA.

I would like to thank you all for the support you have given me in the role NTPA Barkly Chairperson.

The members have been through some difficult times with the main issue being staffing an issue the station continues to struggle with. Especially now trying to put together a 5 patrol group roster with only 20 general duties staff. However it was always reassuring to note that you guys and the NTPA Executive were always there to take up the fight, continually fighting for improved incentives to attract staff to remote localities.

I wish the NTPA Executive and members all the best for the future and I would appreciate being placed on the distribution list for the Police News. My mailing address is PO Box 1237 Tennant Creek.

Yours Sincerely,

Tony Watson

Constable 2563

DPVPU

Tennant Creek Police Station

To Whom It May Concern:

I wish to advise that as of today's date February 20, 2008, I Grant Owen Menzies from Darwin Police Station, am resigning from the Northern Territory Police Force.

I personally thank you for the continued support and advise you have provided to me in times of need during my Police career.

You provide an ongoing service to members, that is sometimes a thankless job but is definitely required for the harmony between Police members and the Northern Territory Police Force.

Kind Regards,

Grant Menzies 2530

To the Staff and Elected Association members, past and present,

As I am retiring from the NT Police Force on September 12, please accept my resignation from the Northern Territory Police Association as of that date.

I thank the Association for their dedication and support given to me over past 30 years and for your hard work to achieve the excellent conditions of service all the members now enjoy.

Thanks,

Dave Skelton

Detective Acting Sergeant

August 21, 2008



MEAL BREAK

BANDIT BUSHRANGER RECALLED

Western Australian winery Houghton has named its new range of wines after 'The Bandit', the name given to Moondyne Joe, Western Australia's most notorious bushranger of the 1860s, in memory of a colourful incident at the Houghton winery in 1869.

The infamous serial jailbreaker had been on the run for nearly two years when his capture occurred during an attempted robbery of the Houghton winery cellar in the Swan Valley.

Moondyne Joe's plan of wine thievery was well considered. He wore a wheat sack with barrels tied to the front and back to collect wine, sheepskin-covered boots to hide his tracks, and carried an assortment of tools including skeleton keys in a bag around his neck.

Despite this meticulously planned burglary, the Bandit did not anticipate a group of police investigating a drowning nearby on the very same evening of his break-in. The winery owner had invited the cold, tired police officers for a well-deserved drink, only to catch The Bandit red-handed.

"Yes, you have got him at last" Moondyne Joe admitted before asking for a drink, since he had not yet tasted the goods for which he came.

In memory of Moondyne Joe's lively spirit and fine taste, The Bandit wines are daring blends of great character using Shiraz, Tempranillo, Sauvignon Blanc, Pinot Gris, Chardonnay and Viognier.

The Bandit Sauvignon Blanc Pinot Gris 2008: Aromas of passionfruit, grapefruit and lemon lead to a juicy palate complemented by hints of nashi pear. The Bandit Chardonnay Viognier 2008:

Aromas of orange blossom, apricot and lemon carry through to the creamy textural lingering palate. The Bandit Shiraz Tempranillo 2007: Aromas of blackberry and cherry lead through to the palate and are complemented by lingering chocolate box characters.

The Bandit wines are intriguing, aromatic and flavoursome blends crafted from premium Western Australian fruit and will be available at good wine merchants (retail under \$20) and restaurants, without necessity for stealth and skeleton keys.

“ In memory of Moondyne Joe's lively spirit and fine taste, The Bandit wines are daring blends of great character using Shiraz, Tempranillo, Sauvignon Blanc, Pinot Gris, Chardonnay and Viognier. ”

BOGART'S IS BACK

Bogart's has reopened, and the new owners haven't really changed it, so it's still the old Bogart's we all loved.

The friendly bar area is still the same, you can always find someone to talk to.

Oysters, when available fresh, will be on the specials board.

The entrees include local garlic tiger prawns with timbal rice, salt and pepper squid with homemade tartare, Swedish gravlax cured salmon with dill mustard sauce and potato salad, warm chicken or calamari salad with roasted pine nuts, garlic croutons, avocado, parmesan cheese and sweet Dijon vinaigrette.

Local king prawns, freshly cooked, are served with seafood sauce, banana mayo and fresh lime.

Main courses include Bogart's great steaks. Porterhouse steak on a plank with duchesse potatoes, green beans wrapped with bacon, grilled tomato and mushrooms, topped with homemade béarnaise,

or eye fillet with pepper or mushroom sauce, salad and fries.

Rack of lamb comes with rosemary jus, potato rosti, pan-fried eggplant, zucchini, capsicum and shallots.

Chilli bugs and prawns are slow-cooked Italian style in tomato sauce with basil, spring onion and fresh chilli and served with jasmine rice.

Tasmanian Atlantic salmon comes with ratatouille vegetables, capers, olive oil, fresh herbs and lime juice, finished with basil pesto.

Order fresh fish in season, with lemon, beurre blanc, salad and fries.

Vegetarians will appreciate Ingrid's plank, with duchesse potatoes, seasonal vegies, mushrooms and beans, tossed with sauce béarnaise and oven baked.

Chicken Supreme has a crispy-skin chicken breast with potato gratin, seasonal vegetables and the chef's mushroom sauce or rosemary butter.

A range of side dishes includes garden salad, tomato salad, steamed rice, chips, plate of mixed vegetables, potato gratin, priced from \$6 to \$8.

If you can manage a dessert, these include lemon sorbet, mixed sorbet, chocolate mousse on mango and strawberry couli, Bogart's-made traditional apple strudel with custard and vanilla ice cream, or old-fashioned strawberries, ice cream and chocolate sauce. Or perhaps a cheese platter.

Bogart's Bar & Grill.

Licensed (reasonable wine prices). Open Monday to Saturday from 3pm, lunch on Fridays 52 Gregory Street, Parap. Phone 8981 3561.

Palmer P J	Brevet Sergeant	Sergeant	Littman A K	Senior Constable 1/C	Sergeant
Parker R J	ACPO	ACPO 1/C	Manley S A	Senior Constable	Sergeant
Parsons M A	Constable	Constable 1/C	McGarvie R M	Senior Constable 1/C	Sergeant
Patterson S G	Constable 1/C	Senior Constable	Morgan L J	Sergeant	Senior Sergeant
Pettit M	Constable	Constable 1/C	Noble-Harris G	Senior Constable	Sergeant
Phillips L A	Senior Constable	Sergeant	O'Neill W J	Senior Constable	Sergeant
Plumeier B	Constable 1/C	Senior Constable	Phillips L A	Senior Constable	Sergeant
Prowse B D	Constable	Senior Constable	Richardson D B	Senior Constable	Sergeant
Purcell L C	Constable	Constable 1/C	Stringer A E	Sergeant	Senior Sergeant
Rimmer S M	Constable	Constable 1/C	Williams B J	Senior Constable	Sergeant
Rolfe A W	Constable	Senior Constable	Wurst T J	Sergeant	Senior Sergeant
Russell A J	Constable	Senior Constable			
Salter A L	Constable	Constable 1/C			
Sanderson C	Constable	Senior Constable			
Sanderson M D	Constable 1/C	Senior Constable			
Seagrave S J	Auxiliary	Auxiliary 1/C			
Sharkey K M	Auxiliary	Auxiliary 1/C			
Sharma S	Constable 1/C	Senior Constable			
Sharma S	Constable	Constable 1/C			
Shaw S M	Constable 1/C	Senior Constable			
Smith M A	Constable 1/C	Senior Constable			
Smith T M	Constable	Constable 1/C			
Smith-Lester M P	Constable	Constable 1/C			
Snigg J P	Constable	Senior Constable			
Spencer J RT	Constable	Constable 1/C			
Stanley S S	Constable 1/C	Senior Constable			
Striner A E	Sergeant	Senior Sergeant			
Stringer A E	Sergeant	Senior Sergeant			
Toneguzzo S A	Constable	Constable 1/C			
Van Oosten A	Constable 1/C	Senior Constable			
Walton L A	Constable	Constable 1/C			
Warden S	Constable 1/C	Senior Constable			
Warren B A	Sergeant	Senior Sergeant			
Watkinson R W	Constable 1/C	Senior Constable			
Watkinson R W	Constable	Constable 1/C			
Whitbread K C	Constable	Constable 1/C			
White C P	Constable	Senior Constable			
White R J	ACPO	ACPO 1/C			
Wiesenekker	Constable 1/C	Senior Constable			
Williams P S	Auxiliary	Auxiliary 1/C			
Willmington P M	Constable 1/C	Senior Constable			
Wilson B A	Constable 1/C	Senior Constable			
Wood N M	Constable 1/C	Senior Constable			
Wright R C	Constable 1/C	Senior Constable			
Wurst T J	Sergeant	Senior Sergeant			

APPOINTMENTS (CONSTABLE)

Arnott L R	Atkinson B P R
Auletta A L	Baird J B B
Ball M D	Bencevich N A
Birch P G	Blackstone C E
Brennan A J	Bui T D
Campbell P J	Carter D J
Caulfield N S	Cochrane J-E L
Coleman B J	Coles G J
Cunningham J	D'Antoine D J
Darby J C	Davies B
Davies H J	Devanney L
Dogangun H	Duthie R J
Ericksen C E	Everingham J W
Fahy K J	Ferricks K L
Fiddes Y J	Fields M J
Foster T M	Fraser T J
Freer J	Freney B
Gillis D J	Goodley D
Goymer K M	Gray C M
Harrop J C	Hartley P G
Harvey S L	Heather M G
Hebb M J	Hibben S W
Hoffman A J	Homer P
Hope C J	Hopkins D F
Humphrey A B	Jackwitz T A
Jarvis G M	Jeffery B
Jenkinson C J	Jones M R
Joy C B	Jud-Brettingham M
Kemp K M	Kings S J
Kren A	Krepapas N
Lamb L J	Lawrence N M
Lindsay M W	Lolias J
MacCarthy K L	Mardicas E A
Marshall H-M	Mather J W
McCarthy D A	McDonald J P
McDonald M J	McFarlane R W A
McMahon X B	Meredith A L
Meredith B J	Moir K M
Mole R J	Morrison E G
Morrison J W	Muldoon B P
Murphy J K	Nolan J B
O'Connor S	O'Riordan D J
Parkanyi P G	Perkins P D
Plowright I J	Pocock J E
Prowse B D	Ramsay C P J
Richards C F	Rogers G N
Rolfe A W	Russell A J
Sanderson C	Scott N D
Shields A R	Skerlaval L
Smith M P	Snigg J P
Souey K M	Threlfo A T

PROMOTIONS (CONFIRMATION)

Anderson K M	Sergeant	Senior Sergeant
Bahnert G R	Sergeant	Senior Sergeant
Barrett D A	Senior Constable 1/C	Sergeant
Barry A P	Senior 1/C	Sergeant
Bedwell A J	Senior Constable	Sergeant
Bentley J J	Senior Constable	Sergeant
Bradbury P J	Constable 1/C	Sergeant
Chalker D J	Sergeant	Senior Sergeant
Davie I	Senior Constable 1/C	Sergeant
Dooley-McDonnell P M	Senior Constable	Sergeant
Finn N L	Senior Constable 1/C	Sergeant
Gordon R K	Senior Constable	Sergeant
Green D R	Sergeant	Senior Sergeant
Hatzismalis G M	Senior Constable 1/C	Sergeant
Hayes N S	Senior Constable	Sergeant
Hill L J	Sergeant	Senior Sergeant
Jordan R C	Sergeant	Senior Sergeant

Thurgood C	Tilmonth A V
Tomaszewski N S	Turner M M
Vivian C P	Wetherall E M
White C P	Wicks B L
Winzar K D	

CONFIRMATION OF APPOINTMENTS (CONSTABLE)

Adcock K S	Berry M S
Brooker C P	Brown C D
Brown P P	Byrne N
Chalk T P	Clark S R
Clemmens M S	Codrington F R
Cotton M D	Cowen S D
Cushway C M	Dapson G B
Fomin G	Gaze C R
Guy J J	Hawkins J E
Hentzschel S	Higgins B J
Huddle G J	Irwin M
Kingston T J	Lovett J K
Mace T	Machacek J I
Marinov I B	McDonald A C
Milligan A R	Mummary R T
Nixon M	Parker J
Raeburn C M	Richardson C A
Sayers L J	Slape D A
Slape D A	Smith L M
Stedman R N	Tilbrook M C
Unwin M J	Vick T A
Waite ND	Watson M
Wieland S D	Witham D A

RE-APPOINTMENTS

Marinov I B	Senior Constable
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CONFIRMATION OF APPOINTMENTS (ACPO)

Baird M R	Burkenhagen L M
Curtis A M	D'Antoine D J
Davis R	Hill S P
Krepapas N	Lister D P
Morrison E G	Ngalmi S
Norris T W	Sandy D f
Stanislaus B	Watson S
Williams D J	

APPOINTMENTS (AUXILIARY)

Henriques L J	Johnson K
MacKenzie S D	Palamountain J K
Parker T M	Place W J
Stone S T	

CONFIRMATION OF APPOINTMENTS (AUXILIARY)

Cantlay S K	Ryan J T
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TRANSFERS

Name	From	To
Aiken S N	Trainee Constable PFES College	Constable Katherine
Allan D J	Constable Katherine	Constable Commanders Tactical Team Darwin
Anderson B J	Trainee Constable PFES College	Constable Alice Springs
Anderson K M	Sergeant GD Darwin	Senior Sergeant Executive Services Division Commissioners Office
Andrew E M	OIC Ali Curung	Constable Alice Springs
Ascoli G L	Constable Humpty Doo	Constable SBPU
Atkin J E	Constable Foundation Studies	Senior Constable 1/C Foundation Studies
Bacon D T	Superintendent TID	Superintendent PI
Bahnert G R	Sergeant Instructional Unit	Senior Sergeant Developmental Studies
Division		
Bahnert G R	Sergeant Instructional Unit	Senior Sergeant Developmental Studies
Division		
Baker A J S	Trainee Constable PFES College	Constable GD Darwin
Barnett G W	Sergeant DES	Sergeant PI
Barrett D A	Senior Sergeant Instructional Unit	Sergeant Tennant Creek
Barrett J	Constable DPVPU	Constable Operation Intelligence
Bayliss W J R	Constable GD Darwin	Constable OIS TID
Beale N G	Constable Youth Diversion Unit	Constable Crime Prevention
Unit		
Becker M P	Constable GD Darwin	Constable Darwin Youth Diversion Section
Becker M P	Re-appointee	Constable GD Darwin
Bedwell A J	Constable GD Darwin	Sergeant Commanders Tactical Team Darwin
Bentley J J	Constable Special Operations Section	Sergeant GD Darwin
Bibby C J	Constable Wadeye	Constable GD Darwin
Blackwell D L	Constable Darwin Scene of Crime	Constable DPVPU Casuarina
Bohlin R O C	Senior Constable 1/C Kintore	Constable Neighbourhood Watch Support Unit
Boja C D	Constable Alice Springs	Constable GD Darwin
Bradbury P J	Constable GD Darwin	Sergeant Major Crime
Brauns D T	Constable Alice Springs	Constable Southern Traffic Operations Unit
Breed D S	Constable SBPU	Constable Field Intelligence Officers Unit
Bridgeman K W	Constable Ntaria	Senior Constable 1/C Senior Constable 1/C Ali Curung
Brown D E	Sergeant Katherine	Sergeant GD Darwin
Brown K N	Auxiliary Summary Prosecutions Section	Auxiliary Territory Communications Section
Brown P R	Sergeant Instructional Unit Foundation Studies	Senior Sergeant Executive Services Division Commissioners Office
Bryson R	Superintendent Staff Officer	Superintendent Inspectorate Division Deputy Commissioner's Office Ethical & Professional Standards Command
Cahill L J	Sergeant Territory Communications Section	Sergeant Summary Prosecutions Section
Cahill M	Constable Airport Uniform Police	Constable GD Darwin
Cantwell P J	Constable Alice Springs Crime Prevention Unit	Constable Field Intelligence Alice Springs
Carlson L	Superintendent Staff Officer HR	Superintendent TID
Carr K T T	Trainee Constable PFES College	Constable Katherine

Caruana A C	Constable GD Darwin	Constable DVPU Darwin	Hatzismalis G M	Sergeant GD Darwin	Sergeant Foundation Studies
Chalker J A	Senior Sergeant SOS Drug & Organised Crime	Superintendent Territory Duty Superintendent Operations	Hatzismalis K J	Constable Strategic Planning Services Division	Sergeant Police Recruitment Section
Chambers K M	Constable Major Crime	Constable Child Abuse Taskforce Northern	Hawkins W D R	Constable GD Darwin	Constable SBPU
Charlton S J	Constable GD Darwin	Constable Darwin Hospital Casuarina OSD	Hayes N S	Constable Katherine	Constable GD Darwin
Charlton S J	Constable Mounted Police Unit	Constable GD Darwin	Heath K L	Constable GD Darwin	Constable PI
Chown L E	Constable Alice Springs	Constable Ntaria	Henwood P L	Senior Constable 1/C Kulgera	Constable Dog Operations Unit Katherine
Christopher M	Superintendent Staff Officer	Superintendent Foundation Studies	Herold S V	Sergeant Counter Terrorism Division	Senior Sergeant Executive Services Division Commissioners Office
Clarke A P	Constable TRS	Constable Pirlangimpi	Hession N J	Trainee Constable PFES College	Auxiliary Alice Springs
Clemmens M S	Constable Alice Springs	Constable Yuendumu	Hill L J	Senior Sergeant Watch Commander Darwin	Senior Sergeant Alice Springs
Cobern J T	Trainee Constable PFES College	Constable Katherine	Hill L J	Sergeant Ethical & Professional Standards Command	Sergeant Watch Commander Darwin
Codrington F R	Constable Alice Springs	Constable Maningrida	Hill S P	ACPO GD Darwin	ACPO Gumbalunya
Connor J E S	Constable GD Darwin	Constable forensic Science Section	Hingst A P	Trainee Constable PFES College	Constable GD Darwin
Court M D	Senior Constable 1/C Kalkaringi	Constable DPVPU Katherine	Hole R E	Trainee Constable PFES College	Constable Alice Springs
Craven A J	Constable Major Crime	Constable Child Abuse Taskforce Northern	Holleman J C	Constable Nhulunbuy	Constable Mounted Police Unit
Crichton M A	Constable School Based PU	Constable GD Darwin	Hopkins D F	ACPO GD Darwin	Constable GD Darwin
Curtiss M P	OIC Harts Range	Constable Regional Investigations Section Alice Springs	Hopwood G J	Constable GD Darwin	Constable Field Intelligence Casuarina
Silvester H J	Constable Alice Springs	Constable Southern Traffic Operations Unit	Hopwood G J	Re-appointee	Constable GD Darwin
D'Antoine D J	ACPO GD Darwin	Constable GD Darwin	Howie T D	Constable Alice Springs	Constable DPVPU
Dash P	Sergeant ACC Secondment (UI)	Sergeant Alice Springs	Hughes D W	Constable GD Darwin	Senior Constable 1/C Elliott
David L	Trainee Constable PFES College	Constable Alice Springs	Hughes E P	Constable GD Darwin	Constable PI
Davie I	Senior Constable 1/C GD Darwin	Sergeant GD Darwin	Hughes E P	Constable PI	Constable GD Darwin
Davis A B	Constable Darwin Scene of Crime	Constable PI	Humphrey P E	Constable PI	Constable Fingerprints Unit
Davis A N	Constable Regional Investigations Section Alice Springs	Constable Tennant Creek Investigations Unit	Iddon J H	Constable Jabiru	Constable PI
De Nale A G	Constable GD Darwin	Constable Field Intelligence Office Palmerston	Ikin D	Constable Mounted Police Unit	Constable Wongabilla PCYC Support Unit
Del Nido R	Constable Tennant Creek	Constable GD Darwin	Isles S J	Constable Field Intelligence OU	Constable PI
Dixon P E	Constable Alice Springs Youth Diversion Unit	Constable Airport Uniform Policing (AFP Secondment, UI)	Jacka P B	Constable Re-appointee	Constable GD Darwin
Dooley-McDonnell P M	Constable Regional Investigations Section Alice Springs	Sergeant Regional Investigations Section Alice Springs	James R L	Sergeant Territory Communications	Sergeant Investigation Unit Palmerston & Rural
Dudley A M	Trainee Constable PFES College	Constable GD Darwin	Jamieson A	Constable GD Darwin	Constable Northern Traffic Operations Unit
Edwards M J	Sergeant Ethical & Professional Standards	Sergeant Summary Prosecutions Section	Jeffery B E	Trainee Auxiliary PFES College	Auxiliary Territory Communications Section
Elliott D F	Trainee Constable PFES College	Constable Tennant Creek	Jeffs M K	Superintendent Crime Prevention Division	Superintendent PI
Ellis D W	Trainee Constable PFES College	Constable Tennant Creek	Jeffs M K	Superintendent Foundation Studies	Superintendent Crime Prevention Division
Emeny J D	Superintendent Crime Prevention Division	Superintendent Ethical & Professional Standards	Jockers K D A	Trainee Constable PFES College	Constable Katherine
Everingham J	ACPO Alice Springs	Constable Alice Springs	Jolley A M	Constable Alice Springs	Constable Kintore
Falconer S	Constable PCYC Support Unit	Constable PI	Jones L	ACPO Timber Creek	ACPO GD Darwin
Farmer C R	Superintendent Developmental Studies Division	Superintendent Territory Duty Superintendent Operations	Joy C B	Constable Re-appointee	Constable GD Darwin
Ferguson D	Constable Alice Springs	Constable Regional Investigations Alice Springs	Kelly J	Trainee Constable PFES College	Constable Katherine
Fiddes Y J	Trainee Auxiliary PFES College	Auxiliary Territory Communications Section	Kemp K M	Trainee Auxiliary PFES College	Auxiliary Territory Communications Section
Finn N L	Senior Constable 1/C Elliott	Sergeant Alice Springs	Kendrick R J	Superintendent Ethical &	Commander Darwin Professional Standards
Foster T M	Trainee Auxiliary PFES College	Auxiliary Katherine	Kennon P S	Senior Sergeant Watch Commander	Senior Sergeant OIC Child Abuse Task Force Northern
Fraser T J	Constable Re-appointee	Constable Airport Uniform Policing	Kent M P	Constable Regional Investigation Section	Constable Avon Downs
Frost J S	Constable GD Darwin	Constable Major Crime	Kent R B	Constable GD Darwin	Constable Major Crime
Gardiner T A	Constable Alice Springs	Constable Regional Investigations Alice Springs	Kime M A	Constable G D Darwin	Constable PCYC Support Unit
Garner D F	Trainee Constable PFES College	Constable Katherine	Kings S J	Constable Re-appointee	Constable GD Darwin
Gordon R K	Senior Constable DES	Sergeant Nhulunbuy	Kirk D A	Constable Alice Springs	Constable Yuendumu
Gray C M	ACPO Yulara	Constable Tennant Creek	Kitchen J C	Constable Commanders Tactical Team	Constable Major Crime Section
Gray-Spence J E	Constable Airport Uniform Police	Constable GD Darwin	Konrad A E	Trainee Constable PFES College	Constable GD Darwin
Hansen M D	Constable Tennant Creek	Constable Alice Springs	Krepapas N	ACPO Darwin	Constable GD Darwin
Hansen S L	Auxiliary Tennant Creek	Auxiliary Alice Springs	Langdon S G	Trainee Constable PFES College	Constable Alice Springs
Hardy A R	Constable Southern Traffic Operations Unit	Constable UI	Lauder J B	Constable Katherine	Constable GD Darwin
Hartley W J	Re-appointee	Constable GD Darwin	Lewis S E	Trainee Constable PFES College	Constable Tennant Creek
Hatton T I	Constable Tennant Creek	Constable Dog Operations Unit Katherine	Lightwark J J	Trainee Constable PFES College	Constable Katherine
			Lindfield P	Constable GD Darwin	Senior Constable 1/C Pirlangimpi
			Littman A K	Senior Constable 1/C Summary Prosecutions Section	Sergeant Summary Prosecutions Section

transfers & promotions

Lloyd T D	Constable Traffic Camera Unit	Constable Firearm & Tool Examination Unit	Pazniewski A M	Constable Major Crime Division	Constable SOS Drug & Organised Crime Division
Logan K A	Constable DPVU Casuarina	Constable GD Darwin	Pearce H L	Constable Alice Springs	Constable Southern Traffic Operations Unit
Lolias J	ACPO GD Darwin	Constable GD Darwin	Perkins P D	ACPO GD Darwin	Constable GD Darwin
Ludlow N A	Auxiliary Territory Communications Section	Auxiliary Front Counter Unit Darwin	Peters N L	Constable Tennant Creek	Constable PI
Ludlow N A	Auxiliary Territory Communications	Auxiliary Front Counter Unit Darwin	Pettit M	Constable Central Traffic Katherine	Constable Daly River
Macartney B	Constable Youth Diversion Section	Constable Jabiru	Phillips L A	Senior Constable Regional Investigations Alice Springs	Sergeant Regional Investigations Alice Springs
MacCarthy K L	Constable Re-appointee	Constable GD Darwin	Picker D J	Constable Firearm & Tool Examination Unit Forensic	Constable Firearm & Tool Examination Unit Forensic UA
Machalek P	Trainee Constable PFES College	Constable Alice Springs	Plumeier B	Constable GD Darwin	Constable Operational Intelligence Section
MacKeown J L	Constable Maningrida	Constable GD Darwin	Ramage M S	Constable TRS	Constable Commanders Tactical Team Darwin
MacLeod T L	Constable Airport Uniform Policing	Constable Alice Springs	Randall T J	Constable Operational Intelligence Section	Constable Field Intelligence Officers Unit
Magree R J	Constable GD Darwin	Constable DPVPU Casuarina	Rankine S	Constable Daly River	OIC Daly River
Mamo N J	Constable Pirlangimpi	Constable GD Darwin	Richards C F	Trainee Auxiliary PFES College	Auxiliary Territory Communications Section
Manley S A	Constable Major Fraud Unit	Sergeant Major Fraud Unit	Roberts D J	Constable Alice Springs	Constable Papunya
Mardigas E A	Trainee Auxiliary PFES College	Auxiliary Front Counter Unit Darwin	Roberts D W	Trainee Constable PFES College	Constable GD Darwin
Marsh B P	Constable Alice Springs	Constable GD Darwin	Ronning Burns H	Sergeant Operational Intelligence Section	Sergeant Counter Terrorism Division
Marshall H-M	Trainee Auxiliary PFES College	Auxiliary Katherine	Salvia S B	Constable Northern Traffic Operations Unit	Constable Airport Uniform Policing AFP Secondment
Martin A F	Constable Jabiru	Constable GD Darwin	Toneguzzo S A	Constable Jabiru	Constable PI
Martin R F	Constable Regional Investigations Alice Springs	Constable Substance Abuse Intelligence	Salvia S B	Constable Northern Traffic Operations Unit	Northern Traffic Operations Unit
Martin V M	ACPO GD Darwin	ACPO Alice Springs	Sanderson B J	Constable Tennant Creek	Constable Alice Springs
Martin W F D	Trainee Constable PFES College	Constable GD Darwin	Sanderson B J	Constable Alice Springs	Constable Regional Investigations Katherine
Masters N M	ACPO Alice Springs	ACPO Tennant Creek	Shields A R	ACPO GD Darwin	Constable GD Darwin
McCarthy D A	ACPO Alice Springs	Constable Alice Springs	Slater D	Constable Alice Springs	Constable Ntaria
McDonnell W J	Constable Field Intelligence Officers Unit Alice Springs	Constable Alice Springs	Smith D K	Constable Kulgera	Constable Airport Uniform Policing
McGrath N	Constable Field Intelligence	Constable Field Intelligence (MFEU)	Smith S E	Constable GD Darwin	Constable Field Intelligence Office Casuarina
McGuire S M	Constable CPU Alice Springs	Constable Youth Diversion Unit Alice Springs	Souey K M	ACPO GD Darwin	Constable GD Darwin
McKie D C	Constable Maningrida	Constable GD Darwin	Spencer J R T	Constable DPVPU Alice Springs	Constable Alice Springs
McPherson G M	Auxiliary Alice Springs	Auxiliary UI	Srroj D V	Senior Constable 1/C Lajamanu	Constable Nhulunbuy
Meecham W J	Brevet Sergeant Command Training Officer Alice Springs	Brevet Sergeant Harts Range	Stedman R N	Constable Katherine	Constable Maningrida
Meggitt J A	Sergeant Territory Communications Section	Sergeant Police Recruitment Section	Stowers P L	Constable DES	OIC Kintore
Meurant M L	Constable GD Darwin	Constable DES	Stringer A E	Sergeant Darwin Youth Diversion Section	Senior Sergeant Executive Services Division Commissioners Office
Meurant M L	Constable UI	Constable GD Darwin	Suradi E K	Auxiliary Police Recruitment Section UA	Auxiliary Police Recruitment Section
Milligan A R	Constable Katherine	Constable Central Traffic Operations Unit Katherine	Taylor K J	Auxiliary Territory Communications Section	Auxiliary Tennant Creek
Milne P J	Constable Yulara	Constable Alice Springs	Thompson R C	Sergeant Yulara	Sergeant PI
Molloy B P	Constable Southern Traffic Operations	Constable Regional Investigations Alice Springs	Tilbrook M S	Constable GD Darwin	Constable Police Recruitment Section
Moloney D C	Senior Sergeant TRS	Superintendent Territory Duty Superintendent Operations	Tilley W C	Constable Nhulunbuy	Constable Airport Uniform Policing (AFP Secondment, UI)
Morgan L J	Sergeant Alice Springs	Senior Sergeant OIC Alyangula	Tilmouth A V	ACPO Alice Springs	Constable Alice Springs
Morrison E G	ACPO GD Darwin	Constable GD Darwin	Toneguzzo R M	Constable Jabiru	Constable GD Darwin
Morrison J W	ACPO GD Darwin	Constable GD Darwin	Toneguzzo S A	Constable Jabiru	Constable PI
Muir K L	Auxiliary Alyangula	Auxiliary Katherine	Toohy J G	Senior Constable 1/C GD Darwin	Constable Scene of Crime Officers Darwin
Muller N I	Constable Southern Traffic Operations Unit	Senior Constable 1/C Southern Traffic Operations Unit	Trennery D R	Trainee Constable PFES College	Constable Tennant Creek
Murphy A-M	Superintendent Staff Officer Commissioner's Office	Superintendent Chief of Staff Executive Services Division Commissioner's Office	Turner N M	Trainee Constable PFES College	Constable Alice Springs
Murphy M P	Senior Sergeant Regional Investigations	Superintendent Territory Duty Superintendent Operations	Valladares K J	Auxiliary UI	Auxiliary Crime Prevention Unit Alice Springs
Nalder S M	Sergeant Katherine	Sergeant Operational Safety Tactic Training Unit	Verity B J	Constable Mounted Police Unit	Constable Summary Prosecutions Section
Nalder S M	Sergeant Katherine	Sergeant Operational Safety Training Unit	Wake R M	Constable Alice Springs	Constable Wadey
Newell W B	Constable GD Darwin	Constable Investigation Unit Casuarina	Ward D S	Constable Major Crime	Constable Alice Springs
Nicholson A D	Trainee Constable PFES College	Constable Katherine	Ward T	Constable GD Darwin	Constable Child Abuse Taskforce (Northern)
Noonan A W	Trainee Constable PFES College	Constable Alice Springs	Warden S	Constable Major Crime	Constable Child Abuse Taskforce (Northern)
Nowak H A	Constable Humpty Doo	Constable Jabiru	Warren B A	Sergeant UI	Senior Sergeant Executive Services Division Commissioners Office
O'Brien J A	Superintendent Katherine & Central	Superintendent Developmental Studies Division			
O'Neill W J	Constable AFP Secondment (UI)	Sergeant GD Darwin			
Ordelman M J	Sergeant Major Crime Division	Sergeant PI			
Palmer P J	Brevet Sergeant Foundation Studies	Sergeant Foundation Studies			

Watkinson R W	Constable Elliott	Constable Katherine	Fraser T J	Constable	20 June 2008
Watson T L	Constable GD Darwin	Constable SBPU	Garner D A	Sergeant	11 June 2008
Wedding S J	Constable Northern Traffic Operations Unit	Constable Airport Uniform Policing AFP Secondment	Goddard V H	Constable 1/C	25 June 2008
Wedding S J	Constable Northern Traffic Operations Unit	Northern Traffic Operations Unit	Gumbula L	ACPO	22 July 2008
Westra Van Holthe W	Sergeant Katherine	Sergeant PI	Hansen J E	Senior Constable	23 July 2008
Wethers T J	Constable GD Darwin	Constable Mounted Police Unit	Hattersley S A	Constable	23 May 2008
Wheeler G A	Sergeant GD Darwin	Sergeant Investigations Unit Darwin	Homer P G	Constable	26 May 2008
Wicks B L	Trainee Auxiliary PFES College	Auxiliary Front Counter Unit Darwin	Howkins R Y L A	ACPO 1/C	21 April 2008
Williams J F	ACPO UI	ACPO Tennant Creek	Langdon C P	Constable 1/C	25 July 2008
Windebank C A	Constable Major Crime Division	Constable DES	Lean C S	Senior Constable	10 August 2008
Winton P A	Senior Constable 1/C Pirlangimpi	Constable Alice Springs	Lowe A J	Auxiliary	06 June 2008
Winzar K D	Constable Re-appointee	Constable Alice Springs	MacLean J M	Auxiliary	19 July 2008
Wootton B W	Trainee Constable PFES College	Constable GD Darwin	Martin G S	Senior Auxiliary	16 August 2008
Wrigglesworth D J	Constable Alice Springs	Constable Southern Traffic Operations Unit	McConnell I J	Constable	18 April 2008
Wurst T J	Sergeant Nhulunbuy	Senior Sergeant OIC Nhulunbuy	McMaster D S	Senior Sergeant	10 March 2008
Young I O	Constable Operational Intelligence Section	Constable Asset Forfeiture Unit	Menzies G O	Constable	05 March 2008
			Nevell C	Senior Constable	13 May 2008
			Phillips D K	Constable 1/C	18 April 2008
			Quin P K	Senior Constable	11 July 2008
			Reinke S	Sergeant	11 July 2008
			Schulz S J	Constable 1/C	01 March 2008
			Shilton C M	Auxiliary	12 June 2008
			Skerlavai L	Trainee Constable	12 August 2008
			Smith M P	Constable	28 May 2008
			Styles P D	Senior Constable	25 July 2008
			Swinstead D A	Senior Auxiliary	28 July 2008
			Thurston A M	Constable	25 May 2008
			Trennery P J	Senior Constable	23 July 2008
			Trevaskis A M	Auxiliary	10 March 2008
			Watkinson C	Auxiliary	13 August 2008
			Watson T M	Constable	29 August 2008
			Westra Van Holthe W	Sergeant	22 July 2008

REINSTATEMENT OF RANK

Sullivan G J	Sergeant	Senior Sergeant
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RESIGNATIONS

Name	Rank	Date of Resignation
Agapito B	Auxiliary	07 May 2008
Aldridge S D	Senior Constable	24 January 2008
Arrowsmith P J	Senior Constable	08 May 2008
Baxter S A	Constable 1/C	18 July 2008
Bethel K A	ACPO	22 July 2008
Bishop D A G	Senior Sergeant	05 May 2008
Bohlin R O C	Senior Constable	24 July 2008
Bourke M J	Senior Constable	11 June 2008
Buck C L	Constable	10 March 2008
Carter D J	Senior Constable	09 July 2008
Clapin P H	Senior Constable	22 May 2008
Cushway C M	Constable	02 May 2008
Dalywaters H J	ACPO 1/C	06 March 2008
Dash C	Auxiliary	04 August 2008
Evans J R	Auxiliary	07 May 2008
Falconer S	Constable 1/C	10 March 2008
Fawcett D M	Auxiliary	28 January 2008
Fiddes Y J	Auxiliary	02 June 2008
Fisher R C	Auxiliary	08 August 2008

MEDAL PRESENTATIONS NATIONAL MEDAL AND CLASP RECOGNISING 15 YEARS DILIGENT SERVICE

Senior Sergeant Peter Raymond Brown
Sergeant Murray Cahill
Sergeant Benjamin John Williams
Senior Constable John Gregory
Senior Constable Josef Keith Hart
Senior Constable Richard Neil Stuart Short
Senior Constable Ricky Kenneth Vaughan
Senior Constable David Anthony Young
Senior Auxiliary Denise Amey
Auxiliary William Roy Hawker
Auxiliary Vinita Jain
Auxiliary Russell William Swan

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