



NORTHERN TERRITORY POLICE NEWS

THE INDEPENDENT VOICE OF POLICE IN THE NORTHERN TERRITORY

THE OFFICIAL JOURNAL OF THE NORTHERN TERRITORY POLICE ASSOCIATION

June 2008
PP337586/00077



Executive Editor: Vince Kelly

Phone: (08) 8981 8840

Fax: (08) 8981 6219

Editor: Hilary Tims

Phone: (08) 8941 0162

Fax: (08) 8941 2531

Email: htims@iinet.net.au

Web Address: www.ntpa.com.au

Advertisers Alert

Countrywide Media is appointed by the Northern Territory Police Association as the authorised publisher of Northern Territory Police News.

For enquiries regarding advertising in this magazine, please contact the publishers:

Countrywide Media Pty Ltd

countrywidemedia

Level 2, 673 Bourke Street, Melbourne

Postal: GPO Box 2466, Melbourne 3001

Ph: (03) 9937 0200

Fax: (03) 9937 0201

Email: admin@cwmedia.com.au

ACN: 30 086 202 093

Northern Territory Police News is published by the Northern Territory Police Association Inc., 5 Foelsche Street, Darwin NT 0801. Contents are subject to copyright. Reproduction in whole or in part without written permission of the publisher is prohibited. Organisations which represent sworn police officers' industrial interests, however, may reproduce any part of the content of Northern Territory Police News without written permission of the publisher. Opinions expressed are not necessarily those of the editor. The publisher accepts no responsibility for statements made by advertisers. Editorial contributions must be supplied on computer disk and hard copy (or by email to admin@ntpa.com.au) addressed to The Editor, Northern Territory Police News, GPO Box 2350, Darwin Northern Territory 0801.

Disclaimer

Countrywide Media ("Publisher") advises that the contents of this publication are at the sole discretion of the Northern Territory Police Association, and the publication is offered for information purposes only. The publication has been formulated in good faith and the Publisher believes its contents to be accurate. However, the contents do not amount to a recommendation (either expressly or by implication) and should not be relied upon in lieu of specific professional advice. The Northern Territory Police Association make no representation, nor give any warranty or guarantee concerning the information provided. The Publisher disclaims all responsibility for any loss or damage which may be incurred by any reader relying upon the information contained in the publication whether that loss or damage is caused by any fault or negligence on the part of the publisher, its directors and employees.

Copyright

All advertisements appearing in this publication are subject to copyright and may not be reproduced except with the consent of the owner of the copyright.

Advertising

Advertisements in this journal are solicited from organisations and businesses on the understanding that no special considerations other than those normally accepted in respect of commercial dealings, will be given to any advertiser.



NORTHERN TERRITORY POLICE NEWS

THE INDEPENDENT VOICE OF POLICE IN THE NORTHERN TERRITORY

THE OFFICIAL JOURNAL OF THE NORTHERN TERRITORY POLICE ASSOCIATION

CONTENTS

President's Message	03
2008 Consent Agreement	03
Minister's Message	05
Industrial News	06
Alberto Ricardo Cubillo	09
Memorandum of Understanding Legal Costs	10
Alan Davis Retires	11
The Disciplinary Process Under the Police Administration Act	12
Police Disciplinary Procedures Template	14
National Police Service Medal a Step Closer	17
Presentations	19
Gowan Carter Retires After 33 Years – Part 2	20
NTPA Executive Members	24
Squad 93 Graduates	26
Transitional Entry Program: Ameer and Brett	27
Winter Uniforms – Internal Memorandum	28
Winter Uniforms	30
History – The Uncrowned King	31
Australian Financial Advisers – Making Your Money Work Harder	33
Police Health – Bigger Benefits	34
Chaplaincy – Persistence	35
Police Credit Union	36
Offbeat	37
Meal Break	38
Last Tour	39
Swap Mart	39
Letters	40
Transfers & Promotions	41



FRONT COVER

NTPA President Vince Kelly and Acting Commissioner Bruce Wernham recently signed a Memorandum of Understanding in relation to legal costs which arise from a member's duties. The driving force for this agreement was the costs your Association was exposed to in the Paggett/Wilson matter in the late 1990s and 2000/2001. While this money was eventually recovered, our Association was financially exposed for some considerable time. The agreement is the culmination of lobbying by your Association which resulted in a commitment by the then (and now) Police Minister Paul Henderson to resolve this issue following the failed prosecutions of a number of Police Officers who were clearly acting in the course of their duties and in good faith. While the agreement improves the legal protection of members individually and reduces the financial exposure of our Association there will still be instances when the only source of assistance will be your Association.

EXECUTIVE MEMBERS



President
VINCE KELLY
NTPA



Senior Vice President
TIM LLOYD
OIC Speed Camera Unit PMC



Vice President
DAVID CHALKER
OIC Alice Springs Station



Treasurer
MICHAEL ORDELMAN
Major Crime Unit



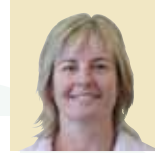
DAVID TAYLOR
Tennant Creek



STEVE MARTIN
OIC Darwin Station



KYLIE ANDERSON
Acting OIC Palmerston



LAUREN HILL
ICT Promis



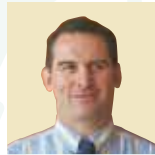
DAVE CUBIS
Marine & Fisheries



BINDI BURNELL
Forensic Science Branch Darwin



COL GOODSSELL
OIC Airport Uniform Policing



SHAUN GILL
Tactical Response Group



SEAN PARNELL
Alice Springs Superintendent

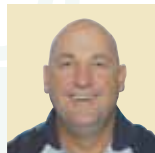


HEGE RONNING-BURNS
CIS PMC

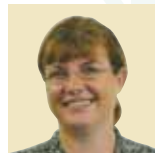
NTPA STAFF MEMBERS



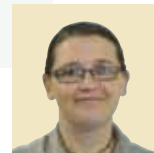
ROB PERRY
Industrial/Legal Officer



OWEN BLACKWELL
Industrial Field Officer



MELISSA ROWE
Executive Assistant



NATASHA CURRIE
Administrative Assistant

REGIONAL DELEGATES FOR NOVEMBER 2007 – OCTOBER 2008

ACPO REGION

Chairman Denise Goddard
Vice Chairman Danielle Carter
Secretary Joseph Russell
Ordinary Member 1 Vacant
Ordinary Member 2 Vacant

BARKLY REGION

Chairman Tony Watson
Vice Chairman Mick Hansen
Secretary Vacant
Ordinary Member 1 Jarrod Mathison
Ordinary Member 2 Andrew Baldwin

COMMISSIONED OFFICERS REGION

Chairman David Pryce
Vice Chairman Anne-Marie Murphy
Secretary David Proctor
Ordinary Member 1 Nouvelle Reed
Ordinary Member 2 Lance Goodwin

JABIRU REGION

Chairman Gary Smallridge
Vice Chairman Peter Wiesenekker
Secretary Vacant
Ordinary Member 1 Jeff Iddon
Ordinary Member 2 Tania Smith

PALMERSTON REGION

Chairman George Hatzismalis
Vice Chairman Crispin Gargan
Secretary Ashley Dudson
Ordinary Member 1 Melissa Kennedy
Ordinary Member 2 James Clancy

APPEALS BOARDS

Invalidity	Disciplinary
Gowan Carter	Gowan Carter
Shaun O'Sullivan	Shaun O'Sullivan
Promotions	
Gowan Carter	Mark Christopher

ALICE SPRINGS REGION

Chairman Mark Berry
Vice Chairman Timothy Gardiner
Secretary Mark Clemments
Ordinary Member 1 Vacant
Ordinary Member 2 Vacant

BERRIMAH REGION CASUARINA REGION

Chairman Lisa Bayliss
Vice Chairman Brad Currie
Secretary Peter Malley
Ordinary Member 1 Allan Milner
Ordinary Member 2 Chris McKellar

DARWIN REGION

Chairman Rodney Godden
Vice-Chairman Robert Jordan
Secretary Adam Beecham
Ordinary Member 1 Graeme Wheeler
Ordinary Member 2 Melinda Edwards

CENTRAL REGION

Chairman Adrian Marshall
Vice Chairman Steve Nalder
Secretary Ron Millar
Ordinary Member 1 Kirsty Manser
Ordinary Member 2 George Watkinson

TERRITORY SUPPORT REGION

Chairman David Cubis
Vice Chairman Gary Wenck
Secretary John Gregory
Ordinary Member 1 Eric Edgecombe
Ordinary Member 2 Vacant

SELECTION REVIEW PANEL

Col Goodsell Hege Ronning-Burns
Lauren Hill Steve Martin

POLICE FEDERATION OF AUSTRALIA

Chief Executive Officer Mark Burgess (ACT)

AUXILIARY REGION

Chairman Pauline Williams
Vice Chairman Erwin Fermin
Secretary Vacant
Ordinary Member 1 Ferdinand Cheam
Ordinary Member 2 Stephen Seagrave

Chairman Wayne Newell
Vice Chairman Andy Magrath
Secretary Alan Hodge
Ordinary Member 1 Justin McWatt
Ordinary Member 2 Sean Byrnes

GROOTE EYLANDT REGION

Chairman Kim Chambers
Vice Chairman Sean Stanley
Secretary Kim Muir
Ordinary Member 1 Glen Chatto
Ordinary Member 2 Matthew Allen

GOVE REGION

Chairman Ian Williams
Vice Chairman Martin McCallum
Secretary Patrick Carson
Ordinary Member 1 Jason Johnson
Ordinary Member 2 Brendan Shepherd

AIRPORT UNIFORM REGION

Chairman Jason Rothe
Vice Chairman Phil Brooke-Anderson
Secretary Sharon Galea
Ordinary Member 1 Norman Skenner
Ordinary Member 2 Paul Breen

LIFE MEMBERS

Alexander Carolan William Josephs
Gowan Carter Shaun O'Sullivan
Stephen Wallace Laurence (Jack) Clifford
Anne-Marie Murphy Andy Smith
Bruce Sandry Maxwell Hill

PRESIDENT'S MESSAGE

"WHILE MONEY CAN NEVER REPLACE A LOVED ONE THE NEW SCHEME ENSURES THAT BERT'S WIFE AND CHILDREN WILL RECEIVE SOME FINANCIAL ASSISTANCE FOLLOWING THEIR TRAGIC LOSS."

I recently attended the funeral of Senior ACPO Bert Cubillo. The funeral was a moving tribute to a man who possessed a quiet courage in his fight with cancer. I extend our sympathy to Bert's family and friends on behalf of all our members. It was pleasing to see so many of the police family supporting Bert and his family on the day of the funeral.

It was of course some comfort to know that our Association was able to help Bert's family in a small way following his death. It was also of some comfort that Bert's family will be able to access much improved death benefits due to changes made by the government to employee coverage in the middle of last year. These changes were the direct result of lobbying by our Association and provide tangible evidence of the importance of our Association in protecting members and their families. While money can never replace a loved one the new scheme ensures that Bert's wife and children will receive some financial assistance following their tragic loss. This edition of the *NT Police News* is due for release in June 2008 so at the time of writing the executive

"The attitude being displayed was at odds with the statement of Chief Minister Henderson at the recent TEP graduation ceremony that this is the best police force in Australia working in a totally different environment."

and the industrial committee are negotiating with the government's representatives in relation to the 2008 Consent Agreement. Our Association was extremely disappointed at the negative manner in which the Commissioner for Public Employment initially approached these negotiations. In correspondence to the Police Arbitral Tribunal our Association highlighted the flaws in the adversarial and archaic approach that was adopted by the respective Commissioners. The attitude being displayed was at odds with the statement of Chief Minister Henderson at the recent TEP graduation ceremony that this is the best police force in Australia working in a totally different environment. The recent announcement by the government of an increase of a further



60 police will only become a reality if the outcome of our negotiations allows us to recruit the best new people available into the police and retain experienced police in the job. At the time of writing we have received a further offer from government for a new Consent Agreement. The details of this offer are printed in this edition, however, it is likely that by the time you receive your edition of the *NT Police News* this material will have been widely circulated. Due to the early tactics of the OCPE it is likely that the current agreement will expire before the 2008 Consent Agreement negotiations are finalised, however, due to our notification of the Police Arbitral Tribunal of the early negotiating difficulties you will not be penalised for any delay.

2008 CONSENT AGREEMENT OFFER

LENGTH OF AGREEMENT

A three year agreement commencing on 29 June, 2008 and concluding on 29 June, 2010.

SALARY INCREASES

Three pay increases over the life of the agreement:

- An increase of 4% on 29 June, 2008
- An increase of 4% on 29 June, 2009

- An increase of 4% on 29 June, 2010.

SALARY RESTRUCTURE

The offer includes a restructure of increment points for each rank, including Superintendents, ACPOs and Auxiliaries, which will result in a total maximum nominal increase of up to 13.95% for some members dependent on rank and pay increment.

The cumulative percentage increase over the life of the agreement will be between 12.49% and 14.68% dependent on rank and pay increment.

ACCESS TO SENIOR CONSTABLE 1/C INCREMENTS

The current restrictions on Access to Senior Constable 1/C will be removed and all members qualified

to the rank of Sergeant will be able to access these pay points. Transitional arrangement will be included for members currently accessing these pay points who are not qualified to the rank of Sergeant.

TRAVELLING ALLOWANCE

The restriction on travelling allowance introduced as part of the 2005 Consent Agreement will be removed for all travel, except for members attending official training courses in Darwin or Alice Springs who are provided with accommodation.

A per day rate of \$35 has been agreed for members attending training courses in Darwin or Alice Springs where accommodation is provided.

In summary this means members who are relieving at any remote station will access TA rates available prior to the 2005 Consent Agreement.

ISOLATED POLICING INCENTIVES

The proposed agreement contains a number of improved remote area incentives and improves some current incentives. The agreement will replace the current Remote Areas Consent Agreement. The incentives are as follows:

Reintroduction Brevet Sergeant Rank

The Officer in Charge of all remote stations will be classified as a Brevet Sergeant and will be paid as a first increment Sergeant for the duration of their tenure. (Please note Brevet Sergeant will not be utilised in any other area. Current substantive sergeant's positions will remain unchanged).

Increased General Duties Allowance

General duties allowance will be paid at a rate of 9%, 10%, or 12% dependent on location for the duration of a member's tenure at the remote station. (Please note this provision will supersede the current provisions relating to incremental

advancement. Provisional arrangement will be introduced for members serving in remote areas under current arrangements).

Satellite Television and Internet Charges

The current provisions relating to satellite television and internet charges will be replaced with a flat rate of \$500 per annum for reimbursement of satellite television/ internet installation and **ongoing service charges**.

Increased Localities Bonus

An increased locality bonus of \$6,500 will be payable after 24 months service at Tennant Creek. An increased locality bonus of \$5,000 will be payable at Kintore, Wadeye, Papunya, Warakurna, Lajamanu, and Yuendumu.

Freight Allowances will be increased

Freight allowances will be increased for members with dependents.

Additional Recreation Leave

An extra one week's leave will be accrued each 12 months for members serving at Kintore, Wadeye, Papunya, Warakurna, Lajamanu, and Yuendumu. All other locations will retain current leave bonuses.

CAMPING EQUIPMENT ALLOWANCE

Rates available under the camping equipment provisions will be increased.

DOG HANDLERS ALLOWANCE

A specific Dog Handlers Allowance will be introduced for members required to home kennel Police dogs.

ON CALL ALLOWANCE – OPERATIONAL SUPERINTENDENTS

Superintendents in some areas will have the capacity to make application for access to the on call allowance.

ACCELERATED ENTRY ARRANGEMENT

A specific program of accelerated entry for interstate police with two years prior service will be introduced to replace the previous Transitional Entry Program.

ROSTERS

Attachment E (Rosters) will be varied to reintroduce a 35 day roster provision. This includes the capacity to roster 7 night shifts in a 35 day roster period.

Quick changes, that is, breaks of less than 10 hours, will only be permissible when specific agreement is reached.

Current rosters will be retained, however a review process may be initiated in the first 6 months of the agreement.

The introduction of a 40 minute meal break on all shifts, **including night shift**.

REMOVALS ON RETIREMENT

Clause 87 of Determination 1/200 will be expanded to include Auxiliaries access to benefits to removal costs on retirement.

OTHER MATTERS

A number of other matters are also addressed in the proposed agreement, including:

- Clarification of career break provision
- Capacity for Commissioner to direct a member to take 10 days recreation leave in a 12 month period
- Broaden capacity for members to provide medical certificates or other proof of medical incapacity
- Clarification of compassionate leave provisions
- ACPOs posting of choice provisions
- Clarification of salary overpayment recovery provisions
- Review of superannuation benefits during life of agreement
- Review of overtime rates during life of agreement
- Evaluation of the Job Evaluation System.

MINISTER'S MESSAGE

NEW CASUARINA POLICE STATION PROGRESSING WELL - LAST MONTH I INSPECTED THE START OF WORK ON THE NEW CASUARINA POLICE STATION AND WAS IMPRESSED WITH WHAT I SAW.

The new station was an election commitment from the Government in recognition of the crowded working conditions and poor standard at the current, 30-year-old station. Construction of the new station is progressing well, and I'm sure the state-of-the-art facility will be welcome for officers stationed at Casuarina. Budget 2008 was handed down recently and it includes a record \$247 million in funding for the Police, Fire and Emergency Services – an 81% increase since 2001. Central to this increase in funding is my Government's *Safer Streets* initiative.

An additional 60 officers will be recruited over the next two years specifically for our suburbs and streets. The first 35 will be recruited this year, and the Commissioner has determined all of these officers will be stationed in the Top End. Another key program funded in the Budget is \$13 million upgrade to the communications network. The upgrade will be rolled out over three years, with the first \$5.1 million delivered this year. Additional Budget 2008 highlights include:

- \$4.26 million to expand the Child Abuse Task Force in Alice



PAUL HENDERSON
Chief Minister,
Minister for Police, Fire
& Emergency Services

Springs and Darwin;

- \$650,000 to monitor CCTV in the Darwin CBD;
- an extra \$750,000 for upgrades and maintenance for stations across the Territory; and
- \$1.32 million for the Highway and Remote Area Patrols.

I am absolutely committed to ensuring the men and women of the NT Police have the latest technology and the resources you need to help build safer communities. I look forward to catching up with officers as I travel around the Territory in coming months.

**OWEN
BLACKWELL**Industrial & Field
Services Officer

INDUSTRIAL NEWS

“I WILL SOON BE TRAVELLING ‘DOWN THE TRACK’ TO ATTEND REGIONAL MEETINGS IN TENNANT CREEK, ALICE SPRINGS AND AT JABIRU AND ALSO HAVE PLANS FOR A TRIP TO GOVE AND GROOTE.”

In March this year, an email from a former member was printed in the NT News. The email gave reasons why this member felt the need to resign from the police force. Some of the matters he raised have since been addressed by management but not the ongoing issue of staffing levels and also the PROMIS system.

Interestingly, I attended a meeting at Darwin station the following Monday after the email was published and was informed that Darwin could only field one van for the day shift due to staffing, not an uncommon occurrence.

The shift supervisor had rung the entire station list but was unable to source any member for overtime; clearly a reflection of the members' antipathy toward work.

I see now a call for a region-wide overtime callout roster. Surely the department and the government must realise that staffing is now at a critical level if we are calling on other sections to be available to do GDs callouts!

The new government declaration to increase establishment by 60

members is very welcome but again we ask for an NT-wide resource allocation review to allow members to be deployed to areas of most need.

In the 10 years since PROMIS was implemented, I have worked in GDs in urban and rural stations, investigations and in JESCC and in none of the sections have I heard anything positive about the system. From a GD's perspective, given the increasing workload, staff shortages as well as the onerous responsibilities in relation to domestic disturbances, the system has been described as “the tail wagging the dog”.

Rosters are an ongoing issue across the NT. Your Association is in dispute with the department over the 12-hour rosters at the JESCC and also in Katherine. The Roster Working party in Darwin came to an agreement on a roster for the Greater Darwin Region earlier this year and the roster has been implemented and is seemingly successful. Unfortunately, at the last roster working party meeting, the roster agreed to by consent of

the working party was put on notice as it was deemed “not to comply” with the determination. It is our position, and the position was clearly articulated throughout roster negotiations, that the clause in the determination is a fall-back position to protect the members if a roster cannot be consented to between members and the department. It is disappointing to see now, that after lengthy negotiations, an agreed-to roster may again be changed at the whim of the department.

EB negotiations are ongoing as I write this article. The talks have been robust and forthright. I have travelled to Katherine and have attended regional meetings in Darwin to keep members updated. I will soon be travelling “down the track” to attend regional meetings in Tennant Creek, Alice Springs and at Jabiru and also have plans for a trip to Gove and Groote. I urge all members to keep abreast of all issues that affect them and if in doubt, to speak to your branch member or contact this office.

CHANGED YOUR ADDRESS?

Please let the NTPA know

Email: admin@ntpa.com.au

or phone 8981 8840

ALBERTO RICARDO CUBILLO

Alberto, the third eldest son of Joseph and Lorna Cubillo, was born at the old Darwin Hospital in Myilly Point on 26 March, 1963. His mother said when he was born he looked like a skinned rabbit and was so small he fitted in his father's new shoe box.

The family relocated to Pine Creek as his father was working on the railway. They returned to Darwin when Bert was two and eventually resided in Millner. Bert was a small lad who attended St Mary's and St Paul's during his Primary School years. His mother Lorna recalls Bert as a generous boy who had the singing voice of an angel, hence his inclusion in the school choir. He also served as an altar boy at Sunday mass.

After primary school Bert attended St John's College, winning both the student award and Sportsman of the Year award. He would ride his pushbike to and from school and during footy season he'd attend training at Gardens Oval then ride home in the dark. At 18, Bert saved and bought his first car, a brown two-door Corolla. Bert also worked stacking shelves at Woolworths in Cavenagh Street to help his parents pay for school fees and other family necessities.

After completing Year 11, Bert enrolled at the Darwin Community College and began a carpentry course but sadly for him, an apprenticeship never eventuated. In 1980, he became employed with Carlton United Brewery, where he remained as a valued worker until 2003.

His favourite sport was Australian Rules Football where he began his career with St Mary's football club as a junior and played over 100 A Grade games, including numerous premierships as the back pocket player in the No. 9 Guernsey. In 2003 Bert joined the Northern Territory Police Force as an Aboriginal Community Police Officer. He loved his short career as a police officer, was extremely proud to serve the community and remained a dedicated and loyal employee until a week before

his death. Even then he was reluctant to take any sick leave. Alberto was diagnosed with cancer four years ago and although this was shattering news when given a timeline of three to six months, he quietly displayed his true character in fighting this evil disease. Bert never once complained, he suffered silently and bravely tried his best to stay alive for as long as he could to be with his wife Teri and his three beautiful daughters, Demi, Abby and Tyla. He loved his girls unconditionally and delighted in their educational and sporting achievements, attending basketball games right up until last week.

Teri and Bert became a couple when he was 18 and Teri was 15. Teri has also been terribly brave in the care she displayed and the time she devoted in looking after Bert during his illness. She was there beside him to feel his last heartbeat.

Besides loving his family, he also had many favourite things including: cups of tea – although he always complained that Teri made them too hot; chickos and chocolate – he always told us kids that he had brown skin because he ate brown babies and freckles because he ate chocolate. That's how he got the nickname "Spotty"; Charlie Pride and The Angels; Stroganoff and rice; Goose shooting – Leigh Larkin recalls all the geese he says he shot had no pellets, we reckon they'd died of heart attacks; The Roos – Family and friends fundraised to send Bert down to Melbourne to watch his team play. He has a signed, framed 2004 Kangaroos jumper hanging in the house.

Camping and Fishing – although only his Mum witnessed all the fish he caught.

Torches – Bert had a torch for every occasion in every location. The Dump shop – this was his favourite weekend haunt where he would coax the girls into coming along to find some weird but often useful things. Some of his not so favourite things were: Fresh bread out of the freezer, good old tuna mornay,



in-depth conversations – he was a man of few words; Teri's seasonal Saturday quest at softball; *That's so Raven* – a TV show watched by his girls.

A couple of family members called him "Housie" because he was obsessed with: always wearing ironed clothes; housework; brushing his hair; his car; staying at home – obviously this was where his heart was.

Bert as we all know was a very private, very proud man with a wonderful sense of humour and a beautiful smile. He would have been humbled with this overwhelming amount of support given to his family. He always tried his best to remain anonymous but he was respected and loved by many for his gentle nature and unassuming ways. Bert was an immensely brave man, truly dignified in his final chapter and an inspiration to many.

Thank You from Bert's family

We would like to give a special thank you to all families and friends for your love, support, prayers, cards and tributes.

MEMORANDUM OF UNDERSTANDING LEGAL COSTS

NTPA PRESIDENT VINCE KELLY AND ACTING COMMISSIONER BRUCE WERNHAM RECENTLY SIGNED A MEMORANDUM OF UNDERSTANDING IN RELATION TO LEGAL COSTS WHICH ARISE FROM A MEMBER'S DUTIES.

The driving force for this agreement was the costs your Association was exposed to in the Paggett/Wilson matter in the late 1990s and 2000/2001. While this money was eventually recovered, our Association was financially exposed for some considerable time.

The agreement is the culmination of lobbying by your Association which resulted in a commitment by the then (and now) Police Minister Paul Henderson to resolve this issue following the failed prosecutions of a number of Police Officers who were clearly acting in the course of their duties and in good faith.

While the agreement improves the legal protection of members individually and this reduces the financial exposure of our Association, there will still be instances when the only source of assistance will be your Association.





ALAN DAVIS RETIRES

Alan Davis joined the NT Police Force as an auxiliary on 25 October 1993. On 30 January 1995 he was appointed as a Constable. From training, Al went to Tennant Creek where he served until June 1998 when he transferred back to Darwin.

Al served most of his time in Darwin working from Casuarina station. He was an active member of the Police Association, holding several branch positions during his time there.

Al was awarded a commendation for bravery during his time at Casuarina for an incident where he and his partner attended a job finding a male offender hiding in a cupboard. The offender cut his throat whilst in the cupboard and Al and his partner had to disarm him and then apply First Aid.

Al transferred to the Volume Crime Scene Examiner Unit in December 2005. He was one of the first "SOCOs" in the NT and worked in the unit until he left the police. Al wanted to

stay on in the police, but had promised his wife Gail a move to Queensland and after 15 years service with the police, his is a well-deserved retirement. Al is currently taking leave up to his retirement date. His last day with the police was 11 March 2008 and a gathering of friends and colleagues was held at the Darwin Police Station where he was given a plaque by NTPA president Vince Kelly.

We wish Alan and Gail all the best for their future.



THE DISCIPLINARY PROCESS UNDER THE POLICE ADMINISTRATION ACT

A POLICE FORCE IS, BY ITS VERY NATURE, SUBJECTED TO ONE OF THE MOST STRINGENT DISCIPLINARY REGIMES IN ANY PROFESSION OR VOCATION. STRICT DISCIPLINE IN ANY POLICE ENVIRONMENT IS OF COURSE NECESSARY TO ENSURE PUBLIC CONFIDENCE IS MAINTAINED IN THE FORCE'S ABILITY TO UPHOLD LAW AND ORDER IN THE COMMUNITY WHICH IT SERVES.

Part IV of the *Police Administration Act* ("the PAA") sets out what constitutes a breach of discipline and the procedure for how allegations of such breaches are dealt with. It has been my experience when advocating for members in disciplinary matters, that some members are uncertain of the process they face when dealing with allegations of breaches of discipline. This can add unnecessary stress to a member who is facing such allegations. The aim of this article is to explain the procedures a member faces when responding to an alleged serious breach of discipline. Section 76 of the PAA defines a breach of discipline as follows:

- engaging in disgraceful or improper conduct, either on or off duty;
- being negligent, inefficient or careless in the discharge of the member's duties;
- contravention or failure to comply with a provision of a Code of Conduct referred to in section 14A(2) of the PAA;
- failure to obey a lawful direction, instruction or order or fails to be of good behaviour when under a bond imposed pursuant to section 84D^o of the Act;
- use of a substance (including liquor or a drug) in a manner that results in unacceptable performance of the member's duties or improper conduct whilst on duty;
- absence from duty without permission or reasonable cause;
- conviction of an offence in or outside of the Territory; or
- aiding or abetting another member or is knowingly concerned in or a party to

a breach of discipline committed by another member.

It should be noted that not all breaches of discipline will be of such a serious nature as to warrant formal action under Part IV of the Act. Section 14C of the Act provides that the Commissioner may deal with breaches of discipline that are minor in nature by methods other than taking action under Part IV. Members' attention is drawn to Chapter Five of the *Performance Management & Internal Investigations General Order* ("the General Order") for a definition of breaches of discipline which would be regarded as being of such a minor nature as to be dealt with outside of the procedures provided for in Part IV of the Act.

A breach of discipline dealt with under Section 14C is not appealable under Part VI of the Act (discussed later in this article).

More serious breaches of discipline (called "Category 1 Breaches") which will be dealt with under the Part IV procedures are also set out in the General Order at paragraph 193. The list is not exhaustive but is indicative of the kind of impugned behaviour which will attract the formal disciplinary process. Those matters therefore include:

- a criminal offence or alleged behaviour involving elements of criminality;
- a serious outcome arising from reckless indifference or deliberate intent;
- serious improper conduct that may result in a loss of public confidence in the Police Force; or
- repeated failures or refusals by the member to improve performance

which results in serious concerns about the member's continued employment with the Northern Territory Police Force.

In any matter in which it is suspected that a member may have committed a breach of discipline or a complaint has been received that may amount to a breach of discipline by a member, a senior officer may arrange for a preliminary investigation to be undertaken so as to assess the strength of the suspicion or complaint. This could include referring the matter to the Ethical and Professional Standards Command in more serious cases. In the majority of cases, the preliminary investigation will include an interview of the member concerned and other members who at that time have been identified as possible witnesses to the matter. Where a member is interviewed for a breach of discipline, a direction will be given that the member is required to answer all questions put to him or her, even if the answers given are likely to be self-incriminating¹. There is no right to silence. Prior to the interview taking place, the member will be given the opportunity to have a support person present during the interview. The member should take advantage of this and contact their Association representative for support². Once the preliminary investigation has been undertaken, a decision will be made whether there is sufficient evidence to suggest that the impugned behaviour of the member in question is of such gravity as to support an allegation of a breach of discipline of sufficient seriousness to warrant action under Part IV of the Act. If the answer to that question

is “yes”, the formal disciplinary procedure is then invoked as follows. Either the Commissioner or a Prescribed Member³ may commence disciplinary proceedings against a member for an alleged breach of discipline. This is done by service on the member of a notice called a “Section 79 Notice” which details the alleged breach of discipline and which states that a written response is required within seven (7) days of the member’s receipt of the Notice⁴. A member served with a Section 79 Notice has three alternative courses of action to take. He or she may (1) decline to respond to the Notice (an option which is not usually recommended in most circumstances); (2) if appropriate, admit the breach of discipline and provide reasons in mitigation of the impugned behaviour; or (3) deny the alleged breach of discipline either wholly or in part as the circumstances dictate. It is important that the member pays immediate attention to the Notice and seeks advice from his or her Association representative as to how to respond to the alleged breach of discipline. Once the member has responded to the Notice, the Commissioner or prescribed member dealing with the matter may do a number of things, depending on the response to the Notice, as set out under section 81 of the Act. Basically, there are two alternatives under section 81. The Commissioner or prescribed member may decide to take summary action against a member who either admits the charge or fails to respond to the Notice within the specified period, or commence an investigation into the matter if they feel the circumstances warrant such investigation or where the member denies the allegation or provides an explanation that the Commissioner or prescribed member considers is unsatisfactory in the circumstances.

An investigation into an alleged breach of discipline is to be commenced immediately and must be completed within 3 months after it has been arranged⁵. This may be a stressful time for a member who has responded to an allegation because he or she may not be informed of further progress in the matter until the end of the investigation. Once the investigation into an allegation of breach of discipline has been completed, a decision will be made as to whether to proceed with the allegation or to finalise the matter by taking no further action, or by counselling or cautioning the member over the matter. If the decision is made to proceed with the allegation, the member will be charged with the breach of discipline and will be served with a Notice to that effect, advising the member of the date, time and place that the charge will be heard. If a member who has been charged with a breach of discipline has not sought advice from the Association prior to that point in time, it is vital he or she do so as soon after receiving the Charge Notice as possible. The Association will be able to provide advice to the member as to the best course of action to take in the matter and where necessary, to assist the member to properly prepare their defence to the charge at the hearing stage. The hearing into the charge will be conducted by a prescribed member (“the hearing officer”) appointed by the Commissioner or other prescribed member who laid the charge⁶. Once the hearing has been completed, the hearing officer shall determine whether in his opinion the member has committed the breach of discipline. Obviously, if the hearing member is of the opinion the charge has not been made out, the matter will end there. Where the hearing officer is of the

opinion that the member did commit the breach of discipline charged, he or she may either impose such penalty upon the member as they think fit in as far as their rank allows them under the regulations or, if they believe a penalty greater than they are allowed to give is warranted, refer the matter to a more senior prescribed officer or Commissioner, recommending such further course of action as the Commissioner or that other prescribed member might consider taking. Members should be aware that in any action taken under Part IV of the Act, the member has a right of appeal to the Police Disciplinary Appeals Board pursuant to Division 2 of Part VI of the Act. The right to an appeal includes an action under section 78 of the Act in which the Commissioner has summarily dismissed a member. The Appeals Board is made up of an independent Chairman appointed by the Minister and one representative of both the Commissioner and the Police Association. A member appealing a decision made under Part IV of the Act is entitled to legal representation and again, your Association will assist you in this respect where it is considered the matter has merit and is worthy of an appeal. An appeal can be heard against the substantial finding that a breach of discipline has been committed or against the penalty handed down as being harsh, unfair or unjust or both. A decision of the Appeal Board may also be appealed to the Northern Territory Supreme Court as of right, although in reality such appeals are extremely rare. This article is accompanied by a flowchart which may assist the reader in better understanding the disciplinary procedures contained in Part IV of the Act.

(Footnotes)

¹ Admissions made under direction are not admissible as evidence in any other proceedings, including criminal and civil proceedings in a Court.

² If a member receives a criminal caution for alleged unlawful conduct, the right to silence is invoked and the member should seek guidance from an Association representative as to the need for legal advice before agreeing to submit to interview.

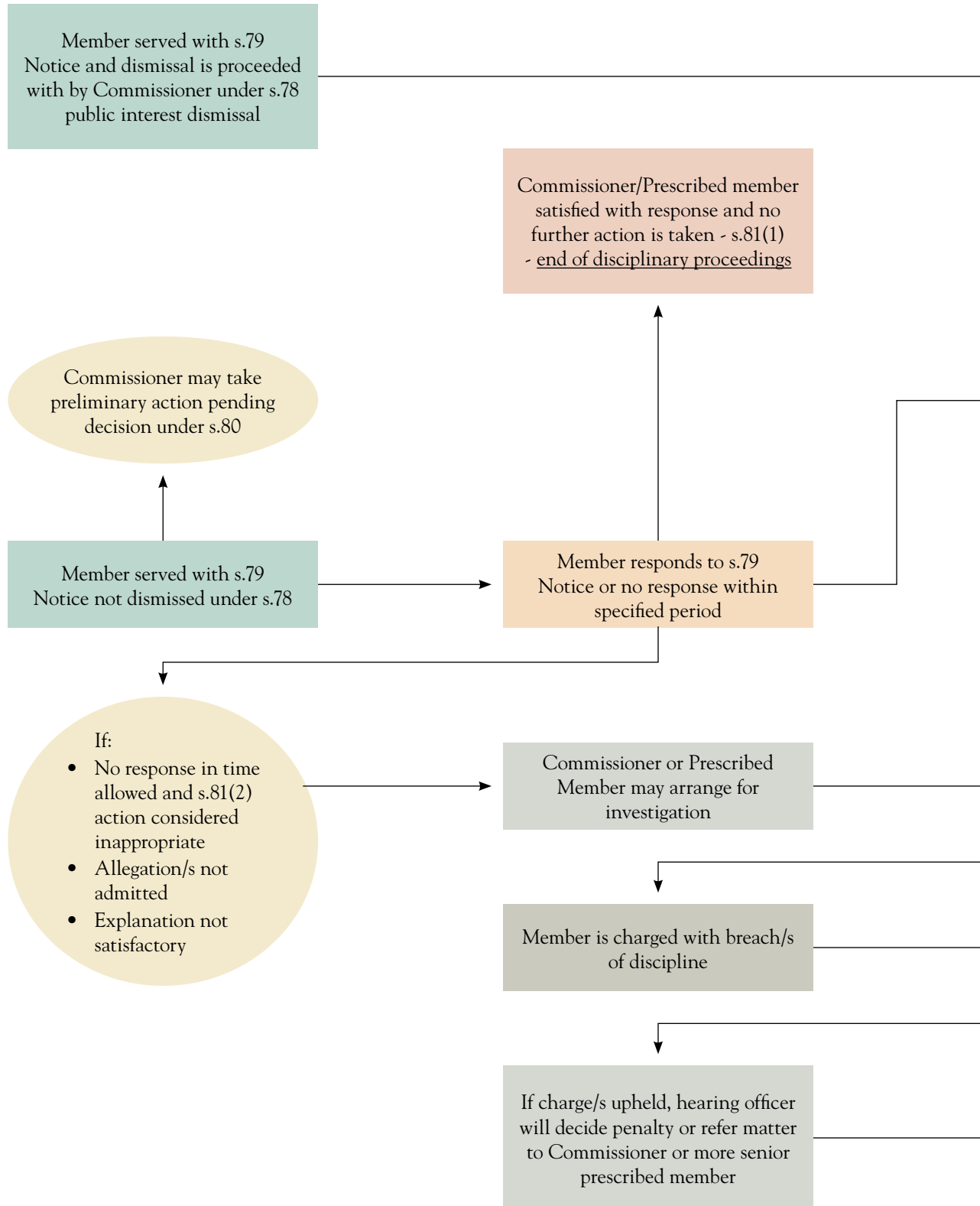
³ Prescribed members are of the rank of Sergeant through to Deputy Commissioner. Their authority to invoke penalties and range of penalties each rank may apply to a member found to have committed a breach of discipline under Part IV are found in the Police Administration Regulations.

⁴ Although in practice extensions of time to respond are usually granted upon request where the member is seeking advice from the Association or a legal representative.

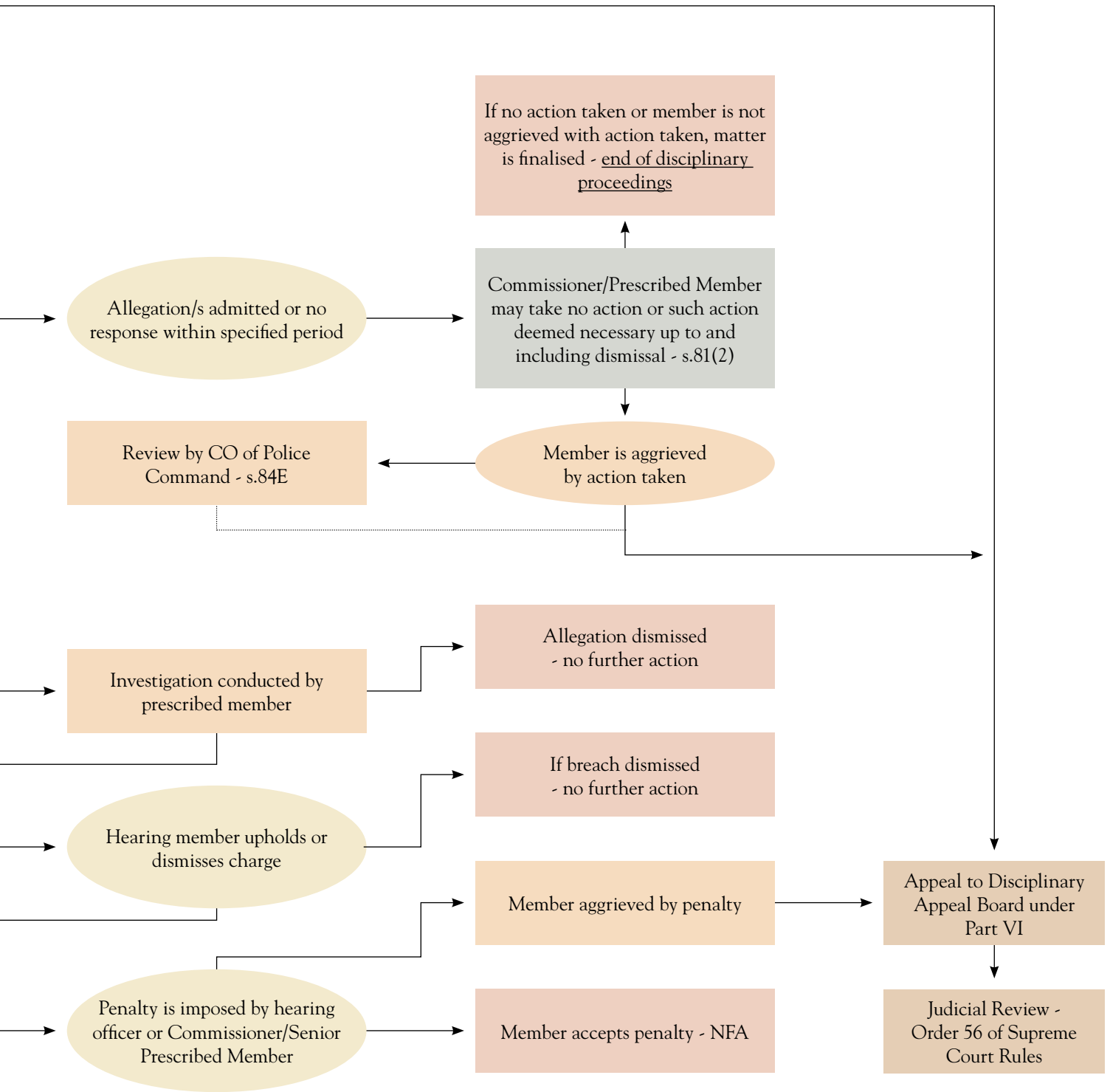
⁵ Although the Commissioner may allow an extension of the investigation period upon request for a further period or periods of no more than one month upon application by the investigator.

⁶ The prescribed member hearing the charge may, with the consent of the member charged, be the same prescribed member who laid the charge although this is rarely done, if ever.

POLICE DISCIPLINARY PROC



PROCEDURES TEMPLATE



NATIONAL POLICE SERVICE MEDAL A STEP CLOSER

AT THE 2006 AUSTRALASIAN POLICE COMMISSIONER'S CONFERENCE, DELEGATES RECEIVED A SUBMISSION AND PRESENTATION FROM THE POLICE FEDERATION OF AUSTRALIA (PFA) REGARDING A PROPOSAL FOR A POLICE-SPECIFIC NATIONAL MEDAL IN LIEU OF THE CURRENT NATIONAL MEDAL UNDER THE AUSTRALIAN HONOURS AND AWARDS SYSTEM.

We recommended that an award specific to sworn police officers be established to recognise an individual's ethical and diligent service as a member of an Australian Police Force.

The proposal was not intended to downgrade the National Medal, but rather to reflect the status and contribution of policing in contemporary Australia. It was planned also to recognise the unique role that ethical and diligent sworn police officers play in ensuring our quality of life, our security and our freedom.

The PFA argued that awarding a specific medal to sworn police officers would be a substantial acknowledgement of the unique role that sworn police officers play in the preservation of peace, the protection of life and property and the maintenance of law and order throughout Australia and overseas. The 2006 Australasian Police Commissioner's Conference endorsed the proposal by the Police Federation of Australia and undertook to progress the award by setting up a Working Party with representatives from all jurisdictions, as well as the PFA. That Working Party consisted of –

- Assistant Commissioner Robert Hastings APM – Victoria Police
- Commander Trevor Carter – Victoria Police
- Senior Sergeant Haydn Downes – Victoria Police
- Assistant Commissioner Alan Davey – Queensland Police
- Inspector Geoff Norris – New South Wales Police
- Sergeant Andrew McCoullough – New South Wales Police
- Superintendent Kym Hardwick – South Australia Police
- Superintendent Anne-Marie Murphy – Northern Territory Police
- Mr Nigel D'Cruz – Western Australia Police
- Commander Geoff Smith – Tasmania Police
- Federal Agent Paul Breen – Australian Federal Police
- Mr Mark Burgess – Police Federation of Australia

In the lead-up to the 2007 Federal Election, the PFA sought the following commitment from all political parties –

“The PFA seeks your commitment to replacing the current National Medal with a new National Police Service Medal specifically for sworn members of Australia's police forces.”

The ALP's response was:



MARK BURGESS

Police Federation of Australia

A Rudd Labor Government would support this proposal and enter into discussions with State and Territory Governments to seek an agreement. Since the election, the PFA has also met and raised the issue with the Minister for Home Affairs, Bob Debus. In recent correspondence from the Minister he stated – *“Should the Government progress this, the AFP advises a working committee comprising The Department of Prime Minister and Cabinet, all Police jurisdictions and Government House would form to progress the development and introduction of the medal. The committee would need to consider the details of the proposal and ensure the regulations and supporting Chief Executive Officer Instructions are drafted and agreed to by all stakeholders. These regulations will also need to be approved by the Governor General. A medal would also be designed, agreed and approved in parallel to this process. I will monitor progress on behalf of the Police and work toward the annual Police Memorial Day on 29 September being the target date for commencement. This will be contingent on the factors I have outlined falling into place.”*

On 5 March this year, the Police Commissioner's Conference endorsed the following recommendations from the Medal's Working Party –

1. That the proposed medal be known as the "National Police Service Medal" (NPSM);
2. That the medal be awarded for "Ethical and Diligent Service";
3. That eligibility for the medal be for sworn police only who are defined as -
"A police officer who has taken the Oath of Office to serve as a Constable of Police under the relevant Act of Parliament who is employed as a police officer of an Australian Police Force/Service";
4. That the medal be awarded for 15 years Ethical and Diligent Service with clasps being awarded for each additional 10 years of service;
5. That any member who is still serving and having completed the minimum 15 years eligible service one day after the commencement date for the medal may be eligible to receive the NPSM;
6. That the commencement date for eligible service be the "date of swearing in as a constable";

“ The PFA argued that awarding a specific medal to sworn police officers would be a substantial acknowledgement of the unique role that sworn police officers play in the preservation of peace, the protection of life and property and the maintenance of law and order. ”

7. That a proposal be developed regarding the NPSM's position in the Order of Precedence;
8. That the costs associated with the NPSM including the design, development and manufacture of the Medal be the responsibility of the Federal Government. Each jurisdiction would be responsible for the cost of the presentation of the NPSM to members;
9. That a committee be established to review the current arrangements for national recognition of un-sworn staff;
11. That a meeting of Recognition and Awards personnel from each

jurisdiction be held to develop a protocol for the processing of the Award;

12. Upon endorsement of the Commissioners Conference in relation to this proposal, Chief Commissioner Nixon writes to the Prime Minister to progress this issue.

As a result of these recommendations, both the PFA and Chief Commissioner Christine Nixon, on behalf of Australia's Police Commissioners, have written to the Prime Minister seeking his Government's formal support for the implementation of the medal based on his commitment in the lead-up to the 2007 Federal Election.

PRESENTATIONS

At the March executive meeting the executive presented a plaque to former Chief Minister Clare Martin. On accepting the plaque, Ms Martin reflected on the positive relationship she had enjoyed with our Association during her time as Chief Minister. Ms Martin paid tribute to our Association for being an effective voice of rank and file police. This presentation coincided with a retirement presentation made to Mick Brennan. Mick retired quietly in August 2007 after 30 years service in the NT Police Force. Mick paid tribute to all the good people he had worked for and acknowledged the



importance of our Association in protecting the interests of members. Mick also paid tribute to Police Legacy, an organisation he continues to support. Mick was pleased that his son James was able to join him for the presentation.

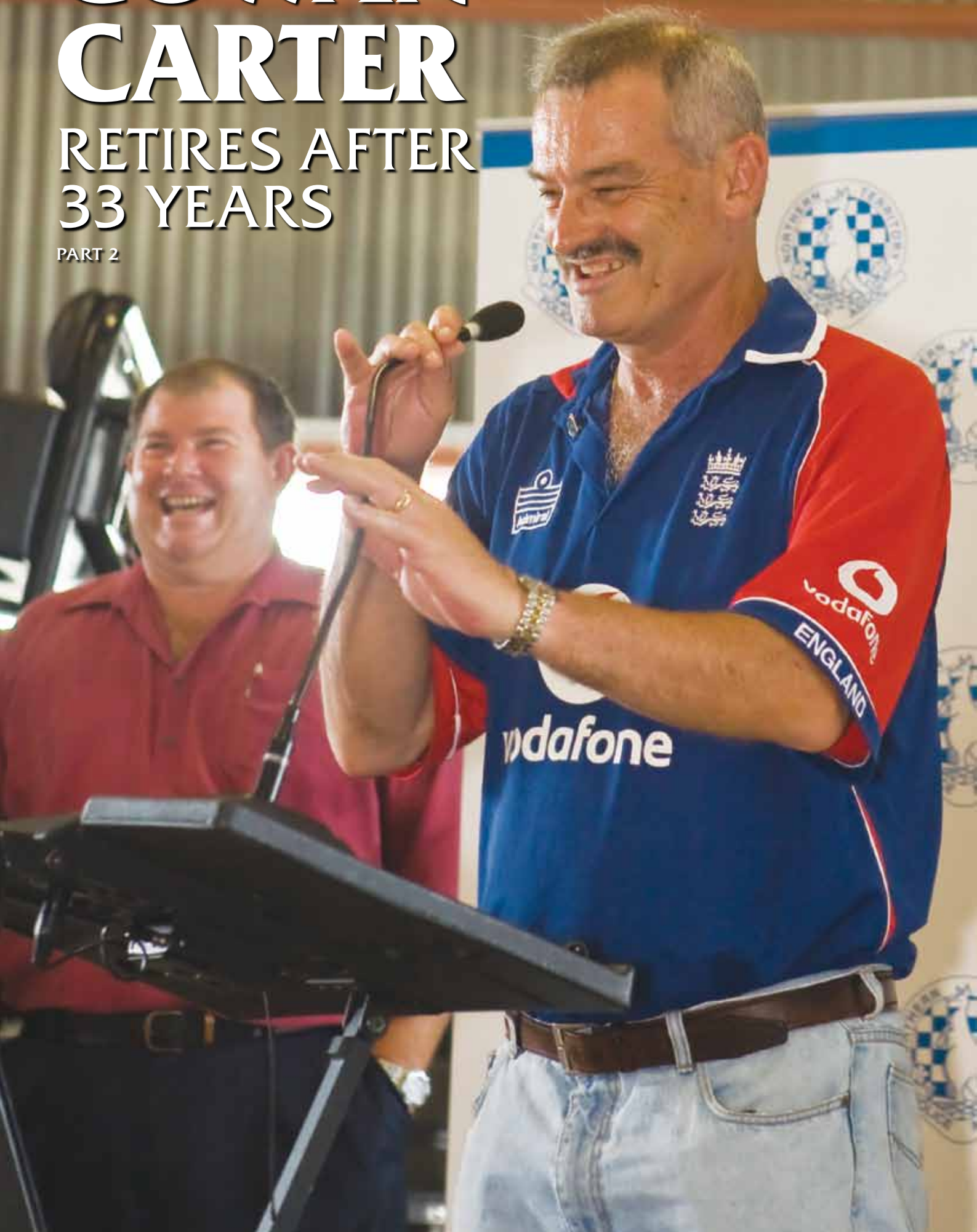


FORMER MEMBER FOR SOLOMON, DAVID TOLLNER, ATTENDED THE FEBRUARY EXECUTIVE MEETING AND WAS PRESENTED WITH A PLAQUE BY NTPA PRESIDENT VINCE KELLY, IN APPRECIATION OF THE ASSISTANCE MR TOLLNER HAD PROVIDED TO INDIVIDUAL POLICE OFFICERS AND THE PFA DURING HIS TIME IN OFFICE.

GOWAN CARTER

RETIRES AFTER 33 YEARS

PART 2





When one is young and new in a job you have impressions of people and situations that might be totally coloured by your own lack of knowledge and experience and so it may have been with Cosso, because there are many who reckoned he was a good boss and a good bloke and later on when I worked in the CIB I must say that whilst I always remained quite terrified of him, that if one were an active worker, he provided some very important support. It was a shame I think that like so much of what happens in the cops both then and now is because of poor communications, for an occupation where that skill should be the most important skill and it is one in which all coppers are at various stages of their careers terrible at. I think it has not improved all that much either, despite all the shiny brochures and in-house spin doctors. Mind you, having said that, it would I think have been a pretty foolhardy thing to ever suggest to the Stuka that perhaps what he had instructed might not be the cleverest way of going about things. I know I tried once to tell him that the tale he was recounting to someone was not how the incident had unfolded. I knew because I was the one who had done the job. Suffice it to say that after the wounds had healed after the savaging he gave me, I never tried to tell him

that what he was saying was factually incorrect ever again.

Fairly soon, or so it seemed I was attached to the CIB, in the first instance as part of a Crime Car, where we were in uniform and we went around and took CR details from break and enters and the like to save the Detectives from such mundane work.

We had a fair degree of success in chasing up these break and enter merchants and after a little while of doing that, became attached as a PCC, relieving in CIB.

What an eye opener that was, some of the characters were beyond the pale, and they were the coppers. Seriously, I recall this part of my career as the absolute highlight, not because I was a "red hot detective" or that any of the others were either despite some of them purporting to be. There were some very good coppers in the old CIB of the mid to late 1970s and I thought the best of them was Terry O'Brien who was for much of my time there, the Sergeant 1/C. O'B was very highly thought of by his troops and by the bosses as well and from my perspective a great boss and a great bloke as well.

Naïvety is something that doesn't last long in the police and in the CIB, possibly no one who is even slightly naïve should ever get in there, or whatever the equivalent special

group, unit or section now passes for the Branch.

I have to admit I was a naïve young fellow, trusting and obliging; at least I would like to think the latter two qualities were present, but that naïvety and trust didn't last long when one had the dubious pleasure of being Detective Sergeant Denver McLeod Marchant's junior partner. In fact, it was a little biblical, a bit Lambs to the Slaughter in so far as what happened to those things in very short order.

Denver was renowned for his ability to speak police talk: red hot drum, red hot suspects, red hot detectives, red hot informants, goat's breath, the list of patter was endless.

Alas, so were his deprecations on young PCCs, particularly on those aforementioned qualities, such as trust and other Boy Scout virtues.

In those days, anybody who got locked up who was a bit tasty or had a bit of history, got paraded in front of those members of the CIB that were working the day shift. This was a terrific idea, and was a good introduction; who was who in the zoo, and who might be new. This was good for the older Ds as they could see what so and so was up to and better for us younger blokes because you got to know the heads.

It also gave the seasoned coppers an outlet to practise their usually piss-poor humour on a captive audience.



I loved it, because in those days the old hard copy interstate weekly wanted lists used to be required reading and on odd occasions a name or an incident from interstate would pop up at one of these parades, which made it appear as though one was a bit smarter than one actually was.

I can't recall how long I had been in the CIB when the following incident took place. I have often thought of it and on first reflection I thought that it might have happened soon after my arrival there. However, on deeper thought, it couldn't have been that early or otherwise I was not quite as naïve as perhaps I have tried to convey.

What happened was this morning, among a large number of various malefactors on display, were two characters who had been done for fighting and had been locked up for it and were thought worthy of an appearance by the CIU.

One of these characters had given an unusual name and it stirred something in my memory. Sitting next to Denver, (and this is where the naïvety might not have been as claimed) I whispered: "Sarge. I think this bloke is wanted in Queensland for a pretty bad assault and rob." To which the good Sergeant replied: "No, don't think so, he wouldn't be so dumb." Then the bloke's mate was paraded and he was a part-Aboriginal person

and whilst I now can't remember if he also used his correct name, it was the clincher for me as I clearly recalled the incident in Queensland involved two young males, one part-Aboriginal and one white.

I again whispered to the good Sergeant, but this time with sufficient vehemence that whilst he was still skeptical, he did mutter that ASAP, I should try and find the relevant list, and this should have sent out alarm bells when he said: "Oh and mate, make sure that you see if the message says 'extradition guaranteed'. "Don't tell anyone else, we will keep it to ourselves."

Because of all Denver's jargon, the word he liked the best was "trip", now that wasn't a trip down the stairs nor a holiday, no, it was a good old-fashioned police extradition trip, highly sought after, absolutely in the interests of justice.

So off I went and checked and sure enough there were these two heads, wanted for half-killing and robbing an old fellow in a petrol station at night. Back to the Sarge and tell him that it was a certainty as to who these jokers were and best news was that extradition was assured. Of course, I just slipped in that as there were two of them, no doubt I would be one of the "trippers". Well, dear old Denver put on his most sincere face and there was more likely a chance of me playing cricket

for Australia than missing out on the "trip". It was a "red hot dead set certainty" that as a reward for my vigilance I would be going if there was a court case.

He told me to slip back down to the cells and get these characters out of the slot and bring them both to the Breaker's office; he also instructed me not to tell a soul, and with a bit of a sly look he stated that if the other "red hot demons" got to know of our great work, then the "trip" might be problematic.

So down I went to the bowels of the watchhouse and got these chaps released to me, took them upstairs past where Max Hill had earlier introduced me to the value of the detectives versus uniforms and took them down the corridor toward our office. As we passed the office inhabited by one Geoffrey William Shervill, aka the Gob, this big meaty arm shot out from the crack in the door, seized one of these crooks by the collar and dragged him inside that office.

Staggered, I made it to our office and tried to blab out to Denver that our great secrecy had been to no avail. I should have known, I really should have, but as I said, the trust that I had in my superiors had not been completely shattered at that time. Within moments it was.

Dogs explained that there was a thing called a "pecking order" and that



I was right down the bottom of the pole, Gobby, was right up the top, and that in years to come it would all even out. Doggsy wasn't a cricket aficionado, but I guess he was trying to let me know that like a cricketer, at least in those days if you got the odd rough decision if you played long enough, they sort of evened out.

I protested quite a bit and said that it wasn't fair, if it hadn't been me insisting that these roosters were wanted then no bastard would have even been thinking of a trip. These protests seemed to strike a chord with the good Sergeant, or so I thought, poor young PCC that I was. He then told me that there wouldn't be a problem, they would word the two crooks up and that I would have to be called as a witness at trial in Queensland.

It goes without saying, that I never ever got to see the bloke that Gobby had purloined from out of my very hands. I don't know that I ever fully recovered my trust in my superiors from that day. I know that for many years I tried with a limited amount of success to square Dogs up. Now that we are both well out the door, I think that he ended up way in front.

It is not as though I never had an opportunity to really square him; it was just that I still had those vestiges of trust and loyalty that I could never really slough off. One memorable opportunity that I missed was one day

when I walked into our shared office. There was the good Superintendent Cossons, with a jimmy bar in his hands remorselessly attacking the locked drawer of Dog's desk.

I tried to back out really quickly and really quietly, but to no avail, he spied me and snarled: "Where is Detective Sergeant Marchant's diary". "Ddddidiary, duuhh, diary, I ddduunno, Sir". At about this juncture the desk drawer gave up and the front piece fell onto the floor. Cosso, momentarily distracted, scrambled through Denver's fifteen bottles of vitamin tablets, knives, notebooks, flossing material, spare ammo (at least 100 rounds) and all sorts of other detritus, but no diary.

I was then told that I was to find the Sergeant and get him to report to Mr Cossons ASAP, with said diary in hand. As soon as I had located him I was to let the Super know, and did I understand that.

Now I knew that Denver hadn't bothered to write in his diary for at least six or seven months, but there was no way that I was going to tell the boss that. I can't remember whether the good Sarge was on a rostered day off, or that he was just out of the office.

Eventually, I tracked him down and gave him the message. His first instruction was almost predictable... I hadn't been able to locate him. No suggestions as to what I was

supposed to tell the Super, trying to point out that difficulty was a waste of time and breath.

What a conundrum, telling porkies to the Superintendent. I briefly thought about the "trip" and thought "yeah, that'll teach the bugger to do me over". Ignoble thought, but it did go through my mind, however briefly. So I just resolved the issue by keeping out of Cosso's way for the rest of the morning, thought up a strategy, invented that the Sarge was going to work a late evening shift and that somehow he either forgot to tell the OIC, he had told me and that I had forgotten to tell Mr C that earlier in the day. Lame as Bob Hawke's "no child will live in poverty", but it was the best I could do.

Ran it past the Super and could see that he thought it was about as believable as the Nuremberg defence, but he let it pass.

In any event, Denver got in and fixed his diary, duly reported to the Superintendent with the fully up-to-date diary the following morning and all was well with the world.

Later that week, I returned to the same office, went to my diary to write up the previous day's duty and discovered that written in red pen in the column, was "PCC Carter, ensure that your diary is up to date prior to the conclusion of the day's duty", DM Marchant, D/Sgt.

The prick.

ELECTED AND RE-ELECTED

MICHAEL ORDELMAN



MICHAEL ORDELMAN
Treasurer

Michael has been elected to the position of Treasurer on the executive of your Association. Michael inherits a sound financial system that outgoing Treasurer Danny Bacon has been instrumental in establishing. Michael is looking forward to the challenges of managing the Association's finances in conjunction with the President and Executive over the coming two years.

Michael has been a member of the Police Force since January 1995. He has served in Alice Springs, Elliott and Tennant Creek General Duties. He also relieved in Tennant Creek CIB. During this time he served as the Secretary for the Alice Springs and Tennant Creek regional branches of the NTPA. He then transferred to the Gold Squad. While serving in Darwin he worked in the Major Crime Unit, Special Crime Unit, Task Force Ranger and the Special Operations Section. His Association service during this period was as Chairman of the Berrimah Region.

Michael then transferred to Casuarina General Duties and represented Casuarina region as Chairman, before taking up the position of Chairman of the Alice Springs region upon his transfer to Alice Springs Regional Investigations. Michael recently transferred to the Major Crime Unit.



L-R: Treasurer Michael Ordelman, Senior Vice President Tim Lloyd, President Vince Kelly and Vice President David Chalker.

COL GOODSELL



COL GOODSELL
OIC Airport Uniform Policing

This will be my second stint on the Executive and I must confess that the first two years have been an experience; learning the machinations and finer political points of elected office. Being a long-term member of the Association and previous Regional Chairman, I don't think I quite appreciated the work undertaken by the Executive, and in particular the office holders and Association employees, in looking after the "big picture" interests of the membership.

I am humbled by the opportunity to play a small part in that process.

KYLIE ANDERSON



KYLIE ANDERSON
OIC Palmerston Station

I have now been an Executive member of our Association for two years and a regional branch member for about five years prior to that (since 2001). I have worked in Central, Southern and Northern Regions and am currently the Acting OIC at Palmerston.

Thanks for placing your faith in me to represent you as one of your Executive members. I will continue to be available for all members as an access point for Association information and to assist in addressing workplace or personal issues.

EXECUTIVE MEMBERS

TIM LLOYD



TIM LLOYD

Senior Vice President

I am a uniformed Senior Constable with twenty years service the majority of which has been in General Duties. I am proud of my rank and my uniform. I have always been near or at the coalface and am very aware of the issues that daily confront you, our front line members, particularly those in GDs. I am committed to serving and protecting the protectors, to standing by you when things go wrong, when management has abandoned you

or the system has failed. I have and will always be available, twenty-four hours a day, to assist a member in need. There is to me, no greater joy or pleasure, than to see a comrade wrongly accused go free, a broken member rebuild and regain his or her composure, health and confidence and get back on the street, fighting the good fight, happy and enjoying going to work.

I have been active in the NTPA for most of my career. I have learnt the ropes from the grass roots by first serving members at branch level, then as Darwin Branch President and then on the NTPA Executive. My skill base and knowledge of the Association, its constitution, its objects and its functions are, as a result of nearly 20 years' dedicated commitment, of a very high standard and as Senior Vice President I will not be found wanting.

It is in the area of legal assistance that I have been particularly prominent.

As a Senior Constable I am not part of police management and you can count on me to do the right thing by you if you, no matter who you are, be it a trainee, an Auxiliary, a Constable or a Superintendent. I have the runs on the board and have shown that when our system has failed a member I will stand up for that person and be counted. I know what its like, I've been there. Some special people stood up for me and I will do the same for you.

I am committed to ensuring the members on the front line have the support they need to do their job, that there is a proper work home life balance, that the fallen, the injured and their families are cared for, that we are the best paid in Australia and that everyone of us is treated with proper respect and dignity.

I am committed to no 'give-ups' and will represent the Association with both dignity and pride.

DAVE CUBIS

I joined the job in 1982 as a police cadet, two years to graduate (we don't have that sort of training any more...). I went straight to Tennant Creek for six months, then General duties in Darwin, Pirlingimpi, Daly River and Port Keats. When I worked in Darwin I worked in the Darwin shopfront before we had a police station, then Casuarina, Palmerston and Ngukurr, then to Marine & Fisheries and numerous stints at the Police Training College (driver training and firearms).

Dave looks forward to his time as an elected member and thanks all those who voted for him and hopes to be a valid Executive member for the future.



DAVE CUBIS

Marine & Fisheries



BINDI BURNELL

Forensic Science Branch Darwin

BINDI BURNELL

I am a Senior Constable currently based within the Forensic Science Branch, Darwin, as a Crime Scene Examiner. Since joining in 1995 I have served both in Darwin and Alice Springs (nine years). I am a working mother of four children and I understand better than most the struggle that members have trying to maintain the daily work/life balancing act.

Under-staffing and under-resourcing are complaints heard and felt Territory-wide.

I will endeavour to keep these and many other issues on the table and ensure that all members are heard and given a voice.

SQUAD 93 GRADUATES

Police Acting Commissioner, Bruce Wernham, presented certificates and Rank Insignia to 25 Senior Constables to officially mark their graduation into the force.

The 25 officers are new to policing the Territory, but not policing in general. They are the graduation squad 93 of 2008 Transitional Entry Program, experienced police from interstate joining the Northern Territory Police Force.

Acting Commissioner Wernham said policing in the Territory was a tough job

and came with its unique challenges.

“These experienced police from interstate have joined the Northern Territory Police for a new challenge, new training and a different environment.

“A 10-week course has been completed by all those graduating, to adapt their skills to Territory policing generally, our policies and guidelines. This even included involvement in the recent Tracks and Train training exercise which saw the large scale crash between a freight train and a vehicle.

“However, they also bring valuable experience in tackling those issues faced by police Australia-wide such as problem youths and alcohol-related issues,” he said.

All the 25 graduates passed their course to become Senior Constables, taking up posts at various locations across the Territory.

The posts are as follows:

- 9 - Darwin Police Station
- 7 - Palmerston Police Station
- 5 - Casuarina Police Station
- 1 - Katherine Police Station
- 3 - Alice Springs Police Station



TRANSITIONAL ENTRY PROGRAM: AMEE AND BRETT



After a conversation one night in mid 2007 with my brother, who is a current member of the Northern Territory Police Force, I spoke with my husband, Brett, about making enquiries in relation to transferring to the Northern Territory. We were both Senior Constables in the NSW Police Force, working on a full-time basis. We had two small children: Samuel, three, and Jordy, two, at home and I was pregnant with our third child. We had been discussing how we were going to manage working full-time shift work and juggling three small children. We made general enquiries into the transitional entry program and received an information pack. Both Brett and I were very impressed with the package that was being offered, especially the housing entitlements. It was a combination of family and the entitlements on offer that persuaded us to apply for a position and we were both successful in being accepted. We started at the College on 29 January 2008 after relocating the family a week before. Our daughter was only 10 weeks old at this stage and it was a huge relief to not have

to worry about finding somewhere to live and we were pleasantly surprised at the high standard of housing we received. With the help of family, Brett and I were able to concentrate on the course ahead and commit to it as best we could.

The course itself was challenging and demanding with a lot of fun times. We needed to learn not only the legislation but the general orders as well and we had 10 weeks to do so. Having three small children meant that we did not have the perfect study environment but with the help and support of our co-ordinators, Sgt McGarvie and Sgt Martin, as well as our classmates, we made it through and graduated as Senior Constables on 4 April 2008.

I honestly believe moving to the Northern Territory was the best move we have ever made. It is a great place to raise our children and we have been warmly welcomed by all members of the Police Force. The lifestyle is fantastic and the opportunities are endless. I look forward to getting out on the streets and hopefully making a difference in the years to come.

The latest Transitional Entry Program was completed on 4 April 2008. 26 members from five states: WA, SA, VIC, NSW and QLD commenced the course. The largest contingent was nine ex-Victoria Police.

There were four females on the course, one from QLD, two from SA and one from NSW (Amee). A number of members have both Supervisory and CIB experience. Two of the recruits had previously been British Bobbies and had moved to Australia and commenced with other state forces.

Members on the course had a wide range of experience from dog handling to surveillance and OSTT/Firearms experience to Traffic. One member served with NSW Police for 18 years where he had considerable experience as a Dog Handler and an OSST instructor.

NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES INTERNAL MEMORANDUM

TO: Commander Mark Coffey - Southern Region

FROM: Alice Springs Work Health Safety Committee

SUBJECT: Winter Uniforms - Northern Territory Southern Region

**SENIOR CONSTABLE
BINDI BURNELL**

On behalf of the Alice Springs
Work Health Safety Committee

BACKGROUND:

Members of Northern Territory Police Force are spread out over a vast area encompassing varied climate conditions; from the tropics in the North to the Desert in the South, members are wearing the same uniform.

The Top End of the Northern Territory experiences only two seasons a year being the wet and the dry season, whereas the Southern Region of the Northern Territory experiences four seasons being Summer, Autumn, Winter and Spring. The Southern region of the Northern Territory needs to be provided with a Winter Uniform to be utilised during the colder months.

ISSUES:

The supplied uniform issue for members in the Southern Region is not adequate for the extreme (below zero) temperatures experienced during our colder months of the year. In June 2006, Alice Springs experienced its coldest June in 30 years. Alice Springs and bush station members are freezing. Members working shift work or answering a call out in minus zero temperatures need to be appropriately clothed to carry out their duties in warmth and comfort. Although Southern Region members have had access to a winter jacket since January 2004, this jacket only goes so far in keeping members warm. As a stand-alone, the winter jacket is not enough, it needs to be complemented for an all-over warmth with additional uniform winter garments.

The Alice Springs Work Health and Safety Committee have flagged this issue as extremely important and it has our highest priority at this time, this very issue has been a bone of contention with members for many years with no resolution in place.

It has impacted on members' morale and possibly member retention in the Southern Region.

CLIMATE:

Alice Springs and Southern Region climate is one of extremes.

SUMMER

(December/January/February):-
Daytime maximums are generally in the high 30s but usually never above 45°C. If and when it does become humid, thunderstorms occur and can drop the temperature 15°C to 20°C in 10 minutes.

AUTUMN

(March/April/May):-
Possibly the best time of year with warm days and cool nights and not much variation.

WINTER

(June/July/August):-
Night time temperatures can fall below zero degrees Celsius and sometimes there is thick frost in the morning. These mornings are usually followed by very pleasant afternoon temperatures in the low twenties. When it rains in winter, daytime maximums can be as low as 8°C to 10°C.

SPRING

(September/October/November):-
This can be said to be the most exciting season of the year with big changes in temperature from day to day, thunderstorms, hail and dust storms.



LEGISLATIVE REQUIREMENTS:

Work Health (Occupational Health and Safety) Regulations

58. Exposure to certain risks

Where a worker at a workplace is exposed to –

- heat or cold;
- whole body vibration;
- radiation; or
- a biological hazard,

such that there is a risk to the health and safety of the worker, an employer shall ensure that measures are taken to protect the health and safety of the worker.

IMPLEMENTATION:

With focus on the Northern Territory Police Force's Occupational Health and Safety obligation to members' personal safety, the Alice Springs Work Health and Safety Committee hereby recommend that;

- The Northern Territory Police Force supply members who are stationed within the Southern Region and are exposed to external weather conditions which may place that member's personal safety at risk, with a Winter Uniform.

For the ease of implementation of this winter uniform we propose a three-year roll-out plan.

YEAR 1 – 2007

For the first year of the implementation of a winter uniform, we request the roll-out of the following items;

- Gloves
 - Thermal Underwear x 2
- The details are as follows;

1) Gloves – Two separate glove trials were conducted this past winter 2006; they were on the HMG100 – Hatch Mechanic's Gloves and the FPG200 – Patrolman with Kevlar.

A copy of the reports and recommendations of the glove trial

is attached to this report annexure 'B' refers to.

- We support the recommendations and request full implementation of the FPG200 Patrolman with Kevlar designed gloves by Winter 2007.

2) Thermal Underwear –

It would be too time consuming and cost-prohibitive to implement heavier winter weight material for shirts and pants. A cost-efficient alternative and one where the look of the outer uniform remains the same is the implementation of thermal underwear. The thermal underwear is not bulky and can be worn under existing uniforms; it provides a powerful thermal insulation, keeping members warm by holding warm air against the skin. When members exert themselves and begin to sweat, the polypropylene transfers the moisture from the body to the outer layer, where it is absorbed, so members remain warm and dry. The implementation of thermal underwear to members would not require any OSTT trialling.

Currently, the Alice Springs Correctional Centre has a 3-year contract with BOC Limited (a local supplier) for the supply and delivery of Prison Officer Winter Uniform garments, and it would be a relatively pain-free experience to piggy-back onto their already existing government contract.

A copy of the contract is attached to this report, annexure 'A' refers to.

1. **Short sleeve 'V' neck Polypropylene Thermal Underwear** (khaki)
Sizes: S to XXXL \$21.12 each.
2. **No Fly Polypropylene Long John Thermal Underwear** (khaki)
Sizes: S to XXXL \$14.67 each.
3. **Polypropylene Sock Liner** (khaki)
Varied sizes \$11.95 pair.



Short Sleeved Thermal Underwear

No Fly Polypropylene Long John Thermal Underwear

Polypropylene Sock Liner

- We recommend that all Southern Region members are issued with two complete sets of thermal underwear by Winter 2007 and that they are replaced when required due to fair wear and tear.

YEAR 2 – 2008

In the second year of the implementation of the Winter Uniform, we recommend a roll-out of the following:

1) Jumper.

The jumper has yet to be looked into and prototypes will be sourced and trialled over Winter 2007. This is with the aim of a decision from management, tender process and ultimately the roll-out of a jumper by Winter 2008.

YEAR 3 – 2009

In the third year of the implementation of the Winter Uniform, we recommend a roll-out of the following:

1) Suitably appropriate cold weather headwear.

Suitable headwear has yet to be looked into and prototypes will be sourced and trialled over Winter 2008. This is with the aim of a decision from management, tender process and ultimately the roll-out of winter headwear by Winter 2009.

AVAILABILITY AND ISSUE:

The availability and issue of winter uniforms should be restricted to members who are permanently based within the region. All uniformed members must have access to the full range of protective clothing appropriate for the conditions. Members relieving in these areas for an extended period of time, where there is a reasonable possibility that exposure to external weather conditions may place members' personal safety at risk, should also be issued with protective clothing. Issue of a winter uniform should be kept the same as the current issue of the winter jackets currently being worn by Southern region members since January 2004. The stations currently covered within the southern region and eligible for Winter Uniform issue are:



- Alice Springs
- Yulara
- Kulgara
- Papunya
- Yuendumu
- Hermannsburg
- Santa Teresa
- Ti Tree
- Finke
- Imanpa
- Mutitjula
- Kintore
- Harts Range
- Ali Curung
- Avon Downs
- Tennant Creek
- Warrakuna

RECOMMENDATIONS:

The Alice Springs Work Health Safety Committee put forward the following recommendations;

1. The Northern Territory Police Force supply members who are stationed within the Southern Region and are exposed to external weather conditions which may place that member's personal safety at risk, with a Winter Uniform.
2. A three-year Winter Uniform roll-out plan. Starting in Winter 2007 (gloves, thermal underwear x 2), Winter 2008 (jumper) and ending in Winter 2009 (appropriate winter headwear).

CONCLUSION:

In closing, this proposal has evolved by taking the following range of factors into consideration:

- Historical Climatic data of a 30-year period for the Northern Territory from the Australian Bureau of Meteorology.
- Land Topography.
- Response Zones.
- The nature of the operational police criteria and duties.
- Equity and management considerations.
- Occupational Health and Safety considerations.
- Legislative requirements.

This report is submitted for your due consideration and attention.

WINTER UNIFORMS WHY IS THIS ISSUE SO HARD FOR MANAGEMENT?

AS THE YEARS GO BY AND SUBSEQUENT WINTERS COME AND GO IN THE SOUTHERN REGION OF THE NORTHERN TERRITORY, IT IS STILL REMARKABLE TO ME THAT IN 2008 THE NT POLICE FORCE HAS STILL FAILED TO DELIVER TO ITS MEMBERS A COMPLETE “WINTER UNIFORM”.

**BINDI
BURNELL**

Forensic Science
Branch Darwin



Over the years, successive NTPA Southern Regional representatives have approached the NTPA conference over and over again and argued for an adequate winter uniform. The NTPA in turn has approached management and still little has been done to address this need.

It needs to be remembered that not the whole of the Northern Territory has the same climate conditions as Darwin. The southern region of the Northern Territory experiences four seasons: summer, autumn, winter and spring. In winter, the overnight temperatures often get below zero with daytime maximums being as low as 8 degrees Celsius. Southern Region members wearing the same uniform as Top End members during winter periods is a complete nonsense. How can management not recognise this?

Since 2004, Southern Region members have had access to a winter jacket. As a stand-alone, this jacket is not enough, it needs to be complemented for all-over warmth with additional uniform winter garments.

“ In winter, the overnight temperatures often get below zero with daytime maximums being as low as 8 degrees Celsius. Southern Region members wearing the same uniform as Top End members during winter periods is a complete nonsense. How can management not recognise this? ”

With the implementation of the department-wide OH&S committees in 2006, an opportunity was seen to once again push the issue of “winter uniform”, this time from an occupational health and safety angle.

In a memorandum from the Alice Springs Work Health Safety Committee dated 1 November 2006, the “winter uniform” issue was flagged by this committee as extremely important and was the committee’s highest priority. See Memorandum for full details and proposal.

In this memorandum, a three-year roll-out of a winter uniform was proposed:

Year 1 – 2007

- Gloves.
- Thermal Underwear x 2.

Year 2 – 2008

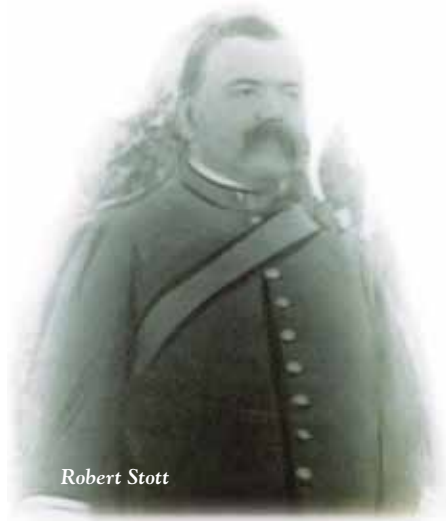
- Jumper.

Year 3 – 2009

- Suitably appropriate cold weather headwear.

To the department’s credit the roll-out of the FPG200 Patrolman with Kevlar designed gloves were rolled out at the end of Winter 2007.

However, the thermal underwear (which is already an existing government contract through the Department of Justice) was a no show. Disappointing to the troops, as thermal underwear would need no OSTT trialling and the outer uniform would remain the same. It is also a cost-efficient alternative to changing the outer uniform to heavier winter-weight material. So 2008 brings with it the Southern Region members keen eyes looking at this issue once again. When the OH&S committees were set up department-wide, they were supported from the very top. So if the Alice Springs OH&S committee fails to progress this issue when they have flagged it as “their number one priority”. Then the question has to be asked: how seriously does management take the OH&S committees recommendations? And how seriously does management take member health and safety into consideration? As long as members continue to police in the Southern Region of the Northern Territory without an inadequate police uniform; this issue will never go away.



Robert Stott

THE UNCROWNED KING

FROM PETER RILEY

IN THE NORTHERN TERRITORY POLICE NEWS OF DECEMBER 2007 IS THE ARTICLE WHICH GIVES DETAILS OF THE PERIOD 1 MARCH, 1927 TO 12 JUNE, 1931, WHEN THE TERRITORY WAS DIVIDED INTO THE TERRITORY OF NORTH AUSTRALIA AND THE TERRITORY OF CENTRAL AUSTRALIA. EACH HAD A COMMISSIONER OF POLICE.

This particular article, titled *A Southern Region Commander, A Bit of History*, is mainly a repeat of the same material which was published in the former Police Museum and Historical Society newsletter *The Citation*, December 1966. It was written by the then editor, Inspector J J Mannion G M, who had assistants Sergeants F Cronshaw and L J McFarland, and was titled “Robert Stott – Commissioner”. A quote from the first paragraph of this article is: “We knew he was a Sergeant, and that he was the ‘Uncrowned King of Central Australia’.”

At some time when Robert Stott was Commissioner, some Federal Government politicians or other important persons were visiting Alice Springs. He went out to the

local public school where the class numbers were rather small in those days. He gave them an address on such subjects as King, Country, Empire, Government, at the conclusion of which he said: “Now children, can any of you tell me the name of our King?”

The assembled children shouted out: “Bob Stott!”

The group photograph in the December 2007 *Northern Territory Police News* which shows Sergeant Robert Stott and other officers in Darwin, is a repeat of the same which is in *The Citation* copy of December 1966. Sergeant Stott is seated first on the left. This photograph is titled “Contemporaries of Sgt Robert Stott – a photo taken more than fifty years ago at Darwin”. The names of

all other officers and their rank are listed. Third from the left of those listed is Inspector N Waters, the most senior in rank of the group.

In *The Citation* issue December 1965, is a good photo titled “The late Sgt Robert Stott” and an article “86 Years Police Service – Amazing Stott Record”.

It is mentioned in the article that Senior Constable Gordon, son of Robert, was then “in his forty-fifth year of service in the Northern Territory Police Force”, and Robert Stott “retired after forty-six years of service”. Further quote: “This 86 years of service in one Police Force by a father and son is probably a world record”. During my time in the force, 1935 to 1951, I knew Gordon as a very capable and experienced officer.



MAKING YOUR MONEY WORK HARDER

PAUL BETTI

CEO, AFA

If you are like some people, you like to invest directly in shares through a stockbroker or the internet. Others like to buy property through a real estate agent. However, both of these investment strategies take a good deal of your time and effort. Another approach, which doesn't require as much work and could potentially generate higher returns, is to invest through a managed fund.

HOW DO MANAGED FUNDS WORK?

Managed funds pool your money with other investors to form a large fund, often exceeding millions of dollars in size. This pool of money is then managed on your behalf by a team of investment experts. Depending on the fund you choose, your money could be invested in shares, property, bonds, cash or a mix of these 'asset classes'.

When you invest in a managed fund, you are allocated a certain amount of units. The number of units you receive will depend on when you invest, and what the price is on the day.

For example, if you invest \$1,000 and, on the day you invest the unit price is \$2, you would receive 500 units. Over time, unit prices can go up and down, but generally investment managers have professional investment experts who act on your behalf to reduce the risk of a negative return and help grow your investment over the longer term.

THE POWER OF COMPOUND RETURNS

When you receive income (distributions) from your investment, it's very tempting to go out and spend it. But if you reinvest the distributions (eg interest or dividends), you can compound your investment returns and get more from your managed fund investment. This is how it works.

Say you placed \$10,000 in a managed fund, which earned 10% (or \$1,000) in the first year. If you reinvest this amount you would have a larger amount to invest (\$11,000), with the potential to receive a further 10% on the new amount in the second year.

This may not sound like a lot of extra money until you calculate the benefit over a number of years. If you start your investment as soon as possible and keep it going for as long as you can, compound returns can make your money work harder.

Let's look at a table that shows how much you could earn if you invested \$10,000 at 8% *pa with distributions paid annually* until age 65 and reinvested your earnings. The results depend on what age you were when you started investing.

AGE WHEN YOU INVESTED \$10,000	
20 years	\$319,204
30 years	\$147,853
40 years	\$68,485
50 years	\$31,722

Note: This example does not take into account tax on your investment earnings or the effect of inflation. It's a great incentive to invest while you are young. If you start investing ten years earlier (say at age 30 instead of age 40), you could more than double your money by age 65!

This advice may not be suitable to you because it contains general advice that has not been tailored to your personal circumstances. You should obtain and consider a products PDS before making any decision concerning that product. Please seek personal financial advice prior to acting on this information.

PDA Financial Planning Pty Ltd T/A Australian Financial Advisers is an Authorised Representative of GWM Adviser Services T/A MLC Financial Planning an Australian Financial Services Licensee (AFSL No: 230692). Registered office at 105-153 Miller Street, North Sydney NSW 2060.

BIGGER BENEFITS

POLICE HEALTH HAS INCREASED THE UPPER BENEFIT LIMIT FOR MANY SERVICES COVERED UNDER THEIR EXTRAS COVER.

Common services such as dental checkups, physiotherapy and chiropractic consultations and spectacles have received increases. For Police Health, it's part of keeping our cover relevant to the needs of our members. As charges increase for different services, so must our benefits also increase. Our members feel they get value from their cover, knowing they're not going to have large gaps to pay when for instance they go to the dentist, and this is something we want to maintain. Not all health funds maintain this type of focus on their members' benefits, so it's a good idea to compare what your fund provides with what else is available. If you're not already with Police Health, use the table right to see how your fund compares!

SERVICE	POLICE HEALTH BENEFIT 80% UP TO	YOUR FUND BENEFIT
Periodic dental examination	\$48.00	?
Scale & clean	\$101.70	?
Preparation of root canal	\$196.80	?
3 surface metallic fillings	\$120.95	?
5 surface tooth coloured filling-indirect	\$644.10	?
Full crown veneered indirect	\$1,286.40*	?
Physiotherapy - subsequent visit	\$54.50	?
Chiropractic - subsequent visit	\$41.00	?
Multi-focal lenses & frames	\$348.20	?

**Subject to available Rollover Benefit*

IMPACT OF 30TH JUNE 2008

OVER 800 MEMBERS IN THE NORTHERN TERRITORY APPRECIATE THE VALUE OF THE BENEFITS POLICE HEALTH PROVIDES.

31 OR OLDER AND DON'T HAVE HOSPITAL COVER?

Lifetime Health Cover is a Government initiative that applies to all private health insurance funds. It recognises the length of time a person has had hospital cover with a registered health fund and is designed to maintain balance in the health care system. People who leave it until later and join a health fund later in life will be faced with paying higher premiums, for at least the first 10 years. For example, someone who takes out hospital cover at 30 years of age will pay lower premiums compared with someone who takes out hospital cover at 50 years of age.

If you're over 31 years of age at 1 July 2008 and don't have private hospital cover, your premiums will be 2% more for the hospital cover you eventually choose for each year you're over 30. For example, if you wait until you're 40 you'll pay 20% extra, 40% extra when you're 50 and so on up to a maximum of 70% extra at age 65. (In most cases, if you have been subjected to a Lifetime Health Cover loading, it is removed after 10 years continuous membership to hospital cover.)

So if you're 31 or older and considering taking out hospital cover, join Police Health's hospital cover prior to 1 July and avoid

higher loadings on your health insurance premiums.

EARN OVER \$50,000 AND DON'T HAVE HOSPITAL COVER?

The Medicare Levy Surcharge (MLS) applies for a single person with a taxable income greater than \$50,000 and not having private health insurance hospital cover. It is an additional 1% tax of their assessed income. If their assessed income was \$60,000 they would have to pay an additional \$600 in tax. Compare this to the cost of Police Health Top Hospital single cover at \$552.70 pa after rebate, and it's easy to see that



having hospital cover works out cheaper than paying the MLS. The same principle applies to couples and families, but is based on a combined income over \$100,000 with small increases for two or more children.

There are two pitfalls for people to be wary of. The first being when one partner in a relationship takes out hospital cover as their income is over \$50,000, but the other partner earning less than \$50,000 decides not to. In this situation, if their combined income is \$100,000 or more (eg \$65,000 plus \$40,000), then both must have hospital cover or both will be subjected to pay the MLS.

The other pitfall is one that can catch the unwary. It is where a person's (or couple's) income is below the threshold now, and so chooses not to have hospital cover. It may eventuate that over time their income will increase to exceed the threshold. At that time it will become more viable for them to have hospital cover and avoid the MLS.

RETIRING FROM THE NT POLICE?

If you are planning to retire or leave the NT Police in the near future and you haven't joined Police Health but may want to consider it in the future,

you need to give consideration to joining Police Health now! As the only time you can join is while you're still getting your PFES Salary.

Police Health fund rules require that for initial access to the Fund you must be currently employed by the PFES in a police or civilian staff capacity. However, once joined you always retain the right to membership even after you leave the Police Service. Also once joined, were you to leave Police Health you'll always be eligible to rejoin at a later time.

Enquiries can be made to Police Health on Freecall 1800 603 603 or at www.policehealth.com.au

PERSISTENCE

I CAME UPON THE FOLLOWING ARTICLE SOME TIME AGO AND WOULD LIKE TO SHARE IT WITH YOU FOR YOUR CONSIDERATION.

Years ago, Russell Conwell wrote a novel about an ancient Persian named Ali Hafed. The book was called, "Acres of Diamonds." Ali owned a large farm that had orchards, grain fields and gardens and was a contented man. One day a traveller from the east told the farmer about diamonds and how wealthy he would be if he owned a diamond mine. In that moment, Ali became discontented. Ali went to bed that night a poor man. In the day he had been rich. At night time he was poor. He was poor because he was discontented. He craved for a diamond mine. What he had, no longer satisfied. Soon he sold his farm and began

“The moral to the story is really important. Opportunity is found where we are. And all we need to do is stick at what we are doing long enough to reap the reward.”

an endless search for the rare stones. He travelled all over the world and finally he became so poor, so broken and so defeated that he committed suicide.

One day, the man who purchased Ali's farm led his camel into his garden for a drink. As the camel drank from the shallow water, the farmer noticed a flash of light from the bottom of the stream. He reached in and pulled out

a fabulous diamond. Had Ali remained in the place where he was, in his own fields, and in his own home he would never have ended up wretched, starving and committing suicide.

The moral to the story is really important. Opportunity is found where we are. And all we need to do is stick at what we are doing long enough to reap the reward. Have a great day.



PETER C WRIGHT

PFES Senior Chaplain
Employee Support Services

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

AT POLICE CREDIT UNION, WE'RE WORKING HARD FOR OUR MEMBERS



AFTER BEING FORMED IN 1970 BY THE POLICE ASSOCIATION, POLICE CREDIT UNION HAS SPENT CLOSE TO 40 YEARS PUTTING THE NEEDS OF ITS MEMBERS FIRST.

For us, it's all about delivering extra value to each and every Member of the Police Credit Union. And it's working. In 2007, we were ranked 4th Best Credit Union in Australia by *Money* magazine – outclassing all but one of our local competitors thanks to our superior products and service.

Our products received high-class recognition, with the extralite Credit Card and three of our Savings accounts were rated 5 stars by CANNEX, standing tall in a fiercely competitive group of financial institutions.

We also excelled in the financial arena, delivering record results for a second year running, including an impressive net profit of \$3.2 million which is a 10% increase on last year.

Most importantly though, all of this was achieved whilst retaining significant Member benefits and a high level of Member value.

This included lower fees and charges, no account keeping fees, award-winning products and services, and lower insurance premiums. We also continue to offer Members highly competitive interest rates, more convenient opening hours and friendly, personalised service.

YOU DESERVE THE BEST

Police Credit Union today has almost 38,000 Members, more than 20% of whom are members of the Police force.

All employees of the NT Police, Fire & Emergency Services are eligible to become an **Advantage** Member.

Just for being part of the club, you get exclusive access to **over \$2000** in savings and value. The Advantage package provides you with a range of special offers not available to the general public, which includes the lowest fees, the best interest rates, the lowest insurance and the best service. So what's the catch?

There is none. Unlike other professional packages or rewards programs, **it's free** to be an Advantage Member. There's no joining, monthly or annual fee. All you need to do is produce your proof of employment and you'll be able to take advantage of a range of perks straight away.

WANT TO KNOW MORE?

These great perks are only available through the Police Credit Union Advantage program. To find out more, call in today and speak to the friendly staff at your local Police Credit Union branch or contact us on **1300 131 844**.

Our Branch Managers at Casuarina and Alice Springs would also be more than happy to come to your workplace and host a Morning Tea and information session.

Advantage benefits apply to new business only. *Terms, conditions, fees, charges, membership and normal lending criteria apply.

PLEASE SUPPORT THE
ADVERTISERS WHO SUPPORT
YOUR MAGAZINE

OFFBEAT

YOU KNOW YOU'RE IN DARWIN ...

You know you're in Darwin when:

- The best parking space is determined by shade instead of distance
- Hot water comes out of both taps
- You learn that a seat belt buckle makes a pretty good branding iron
- The temperature drops below 32°C and you feel a little chilly
- You discover that in February it only takes two fingers to steer your car
- You discover that you can get sunburnt through your car window
- You develop a fear of metal car door handles
- You break a sweat the instant you step outside at 7:30am
- Your biggest bicycle wreck fear is: "What if I get knocked out and end up lying on the pavement and cook to death?"
- You realise that asphalt has a liquid state
- Farmers are feeding their chickens crushed ice to prevent them from laying hard-boiled eggs
- The trees are whistling for the dogs
- While walking back barefoot to your car from the beach, you do a tightrope act on the white lines in the carpark
- You catch a cold from having the aircon full blast while you sleep during the night
- You learn that Casuarina Square isn't a shopping centre, it's a temple to worship air-conditioning.

NEVER SAY TO A COP:

1. I can't reach my licence unless you hold my beer.
2. Sorry, Officer, I didn't realise my radar detector wasn't plugged in.
3. Aren't you the guy from the Village People?
4. Hey, you must've been doin' about 125 mph to keep up with me. Good job!
5. Are you Andy or Barney?
6. I thought you had to be in relatively good physical condition to be a police officer.
7. You're not gonna check the trunk, are you?
8. I pay your salary!
9. Gee, officer! That's terrific. The last officer only gave me a warning, too!
10. Do you know why you pulled me over? Okay, just so one of us does.
11. I was trying to keep up with traffic. Yes, I know there are no other cars around. That's how far ahead of me they are.
12. When the Officer says "Gee. Your eyes look red, have you been drinking?" You probably shouldn't respond with, "Gee Officer your eyes look glazed, have you been eating doughnuts?"

LITTLE JOHNNY

Little Johnny's kindergarten class was on a field trip to their local police station where they saw pictures tacked to a bulletin board of the 10 most wanted criminals. One of the youngsters pointed to a picture and asked if it really was the photo of a wanted person.

"Yes," said the policeman. "The detectives want very badly to capture him." Little Johnny asked: "Why didn't you keep him when you took the picture?"

BE CAREFUL WHO YOU RUN INTO

BETTER STILL, DON'T DRUNK AND DRIVE

NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES MEDIA RELEASE

Wednesday 30 April 2008

Issued at: 0943 hrs CST Traffic Offences – Ludmilla

An off-duty police officer assisted in the apprehension of a 37-year-old man for driving under the influence yesterday evening.

The officer notified police after the 37-year-old who was driving a Ford Utility crashed into the back of his Honda Accord on Bagot Road near the Stuart Highway at approximately 7:30 pm and appeared to be intoxicated.

Police attended and tested the drivers of both vehicles and the 37-year-old returned a positive reading.

The man was subsequently arrested and conveyed to the Darwin Watch-house where he returned a blood alcohol reading of 0.122 per cent.

He was later charged with exceed 0.08 per cent and bailed to appear in the Darwin Magistrates Court on 15 April.

Media contact: **Sarah Combe**
8922 3365

MEAL BREAK

WARUNG AMYE FOR GREAT TIMORESE AND INDONESIAN

Amye Un has opened Warung Bu Amye at 54 Stuart Highway, Stuart Park (tucked in behind Vinnies). Starting out as a sandwich bar, Warung Amye now serves great Timorese and Indonesian dishes, with specials every day. The menu includes three different laksas and five soups, rendang, ba mie goreng (Indonesian fried noodles), a great nasi goreng, nasi campur (assorted traditional side dishes with rice), marinated fish or chicken cooked over charcoal, and sambal lawar (chilli salsa). Prices from \$9 to \$12. Open Monday to Saturday 9am to 8pm.

HUNDRED-YEAR COONAWARRA WINE FROM REDMAN

To commemorate this significant milestone, Bruce, Mal and Daniel Redman will be producing a rare and exclusive Centenary Wine. This wine will have extremely limited amounts allocated to fine wine stores and restaurants and will be available later this year, so you might have to search hard for it. William (Bill) Redman was born in 1886, the seventh child to John and Jane Redman of Stewart Ranges, just east of Naracoorte. In 1901, Bill, aged just 14, made the 50km train ride to Coonawarra, seeking vintage work. He and his brother Dick, 16, were employed by none other than the legendary John Riddoch. Here, Bill worked 12-hour days in the winery and received one pound a week. After rising to head cellarman at Riddoch, Bill purchased 40 acres of Coonawarra vineyard with his brother Robert. Returning from the War in 1945, Owen Redman joined his father Bill and six years later they were ready to sell wine under their own label.

These wines were known as Rouge Homme ("red man" in French). Fourteen years of highly-acclaimed wines were produced by the Redman men, then in 1965 Owen sold the Rouge Homme label and winery to Lindemans. In the same year, he bought a small vineyard on the distinctive terra rossa soil and established Redman Wines, producing the first vintage in 1966. Current winemakers Mal and Bruce Redman (sons of Owen) joined Redman Wines in 1982. Bruce had gained a Diploma of Oenology at Roseworthy College, and worked at Chateau Reynella, Krondorf and in Europe before returning to Coonawarra. Malcolm had worked for four years for Thomas Hardy & Sons. For the Redmans, this vintage not only commemorates a century of family winemaking, but the family also welcomes Daniel as the fourth-generation Redman winemaker. The eldest son of Bruce, Daniel worked his first Coonawarra vintage in 2001, following 100 years after his great grandfather Bill. He was working 12-hour shifts, just as Bill had done, however he would not accept \$1.50 per week, as his grandfather had done! Daniel completed vintages in central Victoria, Barossa Valley and America before returning home to Coonawarra to continue the tradition of the Redman family in 2008.

FOOTY WINES FROM STONEHAVEN

A single vineyard Cabernet Sauvignon from Stonehaven's Father Woods vineyard in Coonawarra celebrates Australia's national sport, and the lifeblood of the local community, Australian Rules Football. The "Best On Ground" range is a series of single region, single variety wines made with great care (handpicked, hand plunged and basket pressed) with original football cards as labels. This range will be released in June, available at cellar door and fine wine

outlets. It replaces the Stonehaven Limited Vineyard Release range. The passionate team at Stonehaven Winery in South Australia's Limestone Coast is this year celebrating 10 years, led by Winemaker Sue Bell and Viticulturist Peter Bird. With vineyards in Coonawarra, Padthaway and Wrattobully, Stonehaven has pioneered new areas of the Limestone Coast since its establishment in 1998. "The philosophy of our winemaking and viticultural team at Stonehaven is to let nature do the talking," Sue said. "Our ancient terroir is perfectly situated to capture the rewards of a cool climate, giving the grapes a more pure and authentic reflection of their origin. "Over the past ten years we have pursued our commitment to nurturing our wines from the ground up. We were the first winery and vineyards in the Limestone Coast to gain ISO (International Standards Organisation) environmental accreditation and we hand prune every single one of our vines. Our grape growers taste the fruit with the winemakers to help make the painstaking decision of when to pick so they share the pride of how our wines turn out," Sue said. Stonehaven will be releasing new wines and a new look as part of its 10th anniversary celebrations, with the first release hitting shelves in July.



Stonehaven celebrates footy 'Best on Ground' range has football cards as labels

Ask for it at your local retail outlet

LAST TOUR

From: Bishop, David
[mailto:David.Bishop@pfes.nt.gov.au]
Sent: Wednesday, 16 April 2008
11:49 AM
To: NT Police Association
Cc: Kelly, Vincent
Subject: Resignation

Vince,
It is with some degree of regret that I inform you that I am resigning from the NT Police and therefore will also be resigning from the Police Association effective close of business 05/05/08.
I would like to take this opportunity to thank yourself and the association as a whole for the work that has been done over the 21 years that I have been a member. I count myself as fortunate in that I have never needed individual association assistance over this time; however, remain grateful for the collective support. It has always been reassuring knowing that I was a member of an association that could be counted upon if the hour of need ever arose.
In the immediate future, I am moving to Adelaide to take up employment with a Commonwealth Agency. However, I do not rule out a return to the Territory in some capacity, as, after this length of time it is difficult not to have some lasting affinity and connection. I am a member who came here for 5 years and ended up staying for 21 years mainly because I enjoyed the job so much.
I wish you and the members of the association well in the future and would ask that you continue to send me the Association magazine to my current residential address.

Yours Faithfully
Dave Bishop
Senior Sergeant 1546

Dear Vince
I would like to notify you of our resignation from the Northern Territory Police Force as of the 18th of April 2008. Therefore we would like to resign our positions with the Police Association from this date.
We would like to thank all the people that we have worked with during our time in NTPOL. We have gained many friends that we would love to stay in contact with and hopefully one day meet again in the future.
We would also like to thank the Police Association for their dedication in fighting for the wellbeing of NT Police members.

1/Class Constable
Daniel Cook 2344
Constable
Deborah Phillips 2554
Alice Springs

From: Clapin, Philip
[mailto:Philip.Clapin@pfes.nt.gov.au]
Sent: Wednesday, 7 May 2008 1:33 PM
To: Vince Kelly
Subject: FW: Clapin – Resignation

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 the 22nd May. 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



more than just money

My name is Barry Traynor and I am a retired Victoria Police Inspector. I spent nearly 30 years both as detective and in uniform.
I retired in 2002 and in my retirement my hobby is police badge and patch collecting. I saw your article on the net and I am chasing a Northern Territory Police Badge for my collection.
I would hope that you maybe able to assist, I require a new or very good condition badge with the two rear lugs intact. I can pay for a badge by direct banking, my email is traybm@netconnect.com.au

Yours sincerely,
Barry Traynor

SWAP MART

SEND YOUR 'SWAP' OFFERS
TO ADMIN@NTPA.COM.AU

German Police Officer Paul Sprenger wants to swap patches
Schwarzenbergstrabe160
70784 Stuttgart
Germany/Baden-Wuerttemberg
Paul2808@gmx.de

LETTERS

The newly elected Federal Member for Solomon, Damien Hale MP, attended the NTPA Executive meeting on 11 April 2008. Executive members took the opportunity to discuss a wide number of policing issues that affect professional police officers in the Territory, including the Federal Intervention.

Mr Vince Kelly
President of the NT Police
Association
Foelsche Street
Darwin NT 0800

Dear Mr Kelly,

It was a privilege for me to be able to join your colleagues today during the executive meeting.

From the notes that we supplied back to you, it is evident to me that even without the NT Intervention there is a lot for our Police Force to deal with. Where appropriate and possible, I will work with you to make representations on behalf of you and your colleagues.

I want to thank you for the selfless commitment you make to represent your colleagues; it is vitally important to protecting and where possible



developing better conditions and resources for the Police Force. The flow-on of these improvements are stronger communities with improved security and safety.

Please refer any individuals, families, community/sport organisations that you feel we may be able to assist by contacting my office on 8981 3434.

I look forward to catching up with you in the future; I wish you well in your deliberations and want to assure you of my continued support into the future.

Sincerely
Damian Hale MP

The Way It Was, 1937

Hi, Hilary.

I am a former member of the NT Police (1962-1978), stationed at Anthony Lagoon 1965-1968 and read the above titled article in the October 2007 edition of the Association news.

I met Peter Riley in 1966 when he passed through Tennant Creek and stayed at the Barracks one night - most entertaining.

Borroloola was the first Police Station to be equipped with a radio transceiver and it commenced operation on 11 August 1930 - the base set was in Cloncurry.

The next station fitted out was Anthony Lagoon in the dry season of 1931.

The authority for this information is in a small biography of Alfred Traeger called 'The Pedal Wireless Man' written by the Rev Fred McKay, successor to John Flynn (of the Inland).

Still enjoy reading both the Association news and the RPANT Journal.

Tim Egan

CHANGED YOUR ADDRESS?

Please let the NTPA know

Email: admin@ntpa.com.au

or phone 8981 8840

TRANSFERS & PROMOTIONS

PROMOTIONS (INCLUDING PROVISIONAL)

Name	From	To
Buck C L	Constable	Constable 1/C
Butt C D	Constable	Constable 1/C
Cassidy C	Constable	Constable 1/C
Morris T	Constable	Constable 1/C
Plumeier B	Constable	Constable 1/C
Jordan R C	Sergeant	Senior Sergeant
McGarvie R M	Senior Constable 1/C	Sergeant
Richardson D B	Senior Constable	Sergeant
Kennon S M	Senior Constable	Sergeant
Balchin V L	Senior Constable	Sergeant
Burnett K	Constable	Constable 1/C
Budge M W	Constable	Constable 1/C
Fairgrieve C J	Constable	Constable 1/C
Galea S A	Constable	Constable 1/C
Hatzimalis G M	Senior Constable	Sergeant
Noble-Harris G	Senior Constable	Sergeant
Patterson S G	Constable 1/C	Senior Constable
Purcell L C	Constable	Constable 1/C
Howe D C	Constable	Constable 1/C
Finn N L	Senior Constable	Sergeant
Wiesenekker P C	Constable 1/C	Senior Constable
Whitbread K C	Constable	Constable 1/C
Atkin J E	Constable	Constable 1/C
Barton V J	Constable	Constable 1/C
Bott S	Constable	Constable 1/C
Millar W A	Constable	Constable 1/C
Milne P J	Constable	Constable 1/C
Pettit M	Constable	Constable 1/C
Manley S A	Senior Constable	Sergeant
Smith M A	Constable 1/C	Senior Constable
Watkinson R W	Constable	Constable 1/C
Smith-Lester M P	Constable	Constable 1/C
Bull D	Constable 1/C	Senior Constable
Schremmer J J	Constable 1/C	Senior Constable
Deans J	Constable	Constable 1/C
Hooper-Duffy B M	Constable	Constable 1/C
Kitchen J C	Constable	Constable 1/C
Smith D K	Constable	Constable 1/C
Jones L	ACPO 1/C	Senior ACPO
Singh R T	ACPO	ACPO 1/C
Chalker D J	Sergeant	Senior Sergeant
Barry A P	Senior Constable 1/C	Sergeant
Smith M A	Constable 1/C	Senior Constable
Watkinson R W	Constable	Constable 1/C
Smith-Lester M P	Constable	Constable 1/C

PROMOTIONS (CONFIRMATION)

Name	From	To
Mathison J P	Senior Constable	Sergeant
Hayley C M	Senior Constable	Sergeant
Barry A P	Senior Constable 1/C	Sergeant
Manley S A	Senior Constable	Sergeant
Wurst T J	Sergeant	Senior Sergeant
Morgan L J	Sergeant	Senior Sergeant
McGarvie R M	Senior Constable 1/C	Sergeant
Bradbury P J	Constable 1/C	Sergeant
Chalker D J	Sergeant	Senior Sergeant

PROMOTIONS (CONFIRMATION CONTINUED)

Martin S J	Sergeant	Senior Sergeant
Legg K L	Sergeant	Senior Sergeant
Grant N B	Senior Constable	Sergeant
Balchin V L	Senior Constable	Sergeant
Jamieson R A	Senior Constable	Sergeant

APPOINTMENTS

Stone S T (Auxiliary)	21 December 2007
Hartley W J	26 February 2008
Hopwood G J	26 February 2008
Becker M P	26 February 2008
Stone S T	21 December 2007

CONFIRMATION OF APPOINTMENTS (CONSTABLE)

Tilbrook M C	01 February 2008
Guy J J	01 February 2008
Kakakios W M	10 February 2008
Kemp D M A	10 February 2008

CONFIRMATION OF APPOINTMENTS (ACPO)

Hill S P	10 October 2007
Krepapas N	10 October 2007
Lister D P	10 October 2007
Stanislaus B	10 October 2007
Burkehagen L M	10 October 2007
D'Antoine D J	10 October 2007
Morrison E G	10 October 2007
Norris T W	10 October 2007

CONFIRMATION OF APPOINTMENTS (AUXILIARY)

Barker K R
Chimielewski S K
Christie W
Davoren G P
Frakking M
Greville J L
Harper E-L
Harrison L
Hartley P G
Herron H
Hoskings A J
Liebelt K J
Newman J A
Parkanyt A M
Simner T L
Whittaker L E

The demotion of Senior Sergeant Geoff Sullivan notified in the last *NT Police News* has been cancelled and NTPA apologises to the member for any embarrassment caused to Senior Sergeant Sullivan.

APPOINTMENTS

(TRAINEE CONSTABLE)

11 February 2008

Aiken S
 Anderson B J
 Baker A J S
 Carr K T T
 Cobern J T
 David L
 Dudley A
 Elliott D F
 Ellis D W
 Frost M R
 Garner D F
 Grainger D G
 Heidinger A E
 Hingst A P
 Hole R E
 Jockers K D A
 Kelly J D
 Langdon S G
 Lewis S E
 Lichtwark J J
 Machalek P
 Martin W F D
 Nicholson A D
 Noonan A W
 O'Connor L R
 Freitas-Pereira R F
 Roberts D W
 Trenergy D R
 Turner N M
 Wootton B W

TRANSFERS (CONTINUED)

Cairncross J B	Sergeant Katherine	Sergeant Police Recruitment Human Resources Management Branch
Carter D J	Trainee Constable PFES College	Constable GD Darwin
Chalker D J	Sergeant Regional Investigations Section Alice Springs	Senior Sergeant Watch Commander Alice Springs
Chambers K M	Constable Investigation Unit Casuarina	Constable Major Crime Section
Coles G J	Trainee Constable PFES College	Constable GD Darwin
Da Silva R	Trainee Constable PFES College	Constable Tennant Creek
Dalglish L R	Constable Ntaria	Constable Alice Springs
Dash P	Sergeant Alice Springs	Sergeant UI (ACC Secondment)
Davies B	Trainee Constable PFES College	Constable GD Darwin
Davis A B	Darwin Scene of Crime Officers	Constable PI
Davis A N	Constable Regional Investigation Section Alice Springs	Constable Tennant Creek Investigations Unit
Day K R	Constable Katherine Investigation Section	Sergeant Major Crime Section Major Crime Division Investigation Section
De Nale A G	Constable GD Darwin	Constable Field Intelligence Office (Palmerston)
De Vos	Constable Papunya	Constable Maningrida
Dingle J B	Trainee Constable PFES College	Constable Katherine
Docking B J	Constable Alice Springs	Constable Territory Response Section
Duggan A J	Trainee Constable PFES College	Constable Katherine
Dutnie R J	Trainee Constable PFES College	Constable GD Darwin
Dye K V	Constable DPVPU Casuarina	Constable PI
Eddy S R	Trainee Constable PFES College	Constable Alice Springs
Edwards M J	Sergeant Ethical & Professional Standards Command	Sergeant Summary Prosecutions
Evans G A R	Trainee Constable PFES College	Constable Alice Springs
Fahy K J	Trainee Constable PFES College	Constable GD Darwin
Falconer S	Constable PCYC Support Unit	Constable PI
Faustman P R	Constable Katherine	Sergeant GD Darwin
Fields M J	Trainee Constable PFES College	Constable Alice Springs
Finch D A P	Constable 1/C Airport Uniform Policing	Constable GD Darwin
Finn N L	Senior Constable 1/C Elliott	Sergeant Alice Springs
Foster W A	Constable Darwin Youth	Constable PI Diversion Section
Fowler T R	Trainee Constable PFES College	Constable GD Darwin
Freer J A	Trainee Constable PFES College	Constable GD Darwin
Freney B N	Trainee Constable PFES College	Constable GD Darwin
Funnell M L	Sergeant Territory Communications Section	Sergeant Ethical & Professional Standards Command
Gerschwitz G J	Constable Katherine	Sergeant GD Darwin
Gillis D J	Trainee Constable PFES College	Constable GD Darwin
Goodley D J	Trainee Constable PFES College	Constable GD Darwin
Gray T L	Constable Alyangula	Constable Katherine
Grigg J V	Constable Alice Springs	Constable Territory Response Section
Grother C P	Trainee Constable PFES College	Constable Alice Springs
Hartley W J	Re-appointee	Constable GD Darwin

TRANSFERS

Name	From	To
Aila S L	Constable Katherine	Constable Alice Springs
Aland H L	Auxiliary Front Counter Unit	Auxiliary UI
Allan D J	Constable Katherine	Constable Commanders Tactical Team
Anderson S L	Trainee Constable PFES College	Constable Alice Springs
Atkin J E	Constable GD Darwin	Constable Instructional Unit Foundation Studies Division
Atkins S L	Sergeant Summary Prosecutions	Sergeant DPVPU
Balchin V L	Constable Katherine	Sergeant Summary Prosecutions
Baldwin R A	Constable Regional Investigations	Constable Major Crime Section Alice Springs
Barry A P	Senior Constable 1/C Southern Traffic Operations Unit Alice Springs	Sergeant Alice Springs
Becker M P	Re-appointee	Constable GD Darwin
Bibby C J	Constable Katherine	Constable Wadeye
Blake J	Constable DEU	Sergeant GD Darwin
Blake J	Sergeant G D Darwin	Sergeant Ethical & Professional Standards Command
Bohlin R O C	Sergeant Ethical & Professional Standards Command	Constable Neighbourhood Watch
Brennan A J	Trainee Constable PFES College	Constable Alice Springs
Burns D J	Trainee Constable PFES College	Constable GD Darwin
Cahill L J	Sergeant Territory Communications Section	Sergeant Summary Prosecutions Section

TRANSFERS (CONTINUED)

Hatzimalis G M	Constable GD Darwin	Sergeant GD Darwin
Hawes K M	Trainee Constable PFES College	Constable Katherine
Heath K L	Constable GD Darwin	Constable PI
Heather M G	Trainee Constable PFES College	Constable GD Darwin
Hebb M J	Trainee Constable PFES College	Constable GD Darwin
Higgins C J	Constable Southern Traffic Operations Unit Alice Springs	Senior Constable 1/C Avon Downs
Higgins P L	Trainee Constable PFES College	Constable GD Darwin
Hill J N	Brevet Sergeant PI	Constable GD Darwin
Hillen G D	Trainee Constable PFES College	Constable Katherine
Hofer B	Commander Ethical & Professional Standards	Commander Alice Springs & Southern Region
Holmes B M	Auxiliary Criminal History	Auxiliary Instructional Unit Foundation Studies
Hopwood G J	Re-appointee	Constable GD Darwin
Howie T D	Constable Alice Springs	Constable DPVPVU Alice Springs
Hudson R C	Trainee Constable PFES College	Constable GD Darwin
Humphreys S M	Constable Northern Traffic Operations Unit	Constable Territory Communications Section
Jackson A L E	Constable GD Darwin	Constable Drug Enforcement Section
Jarvis G M	Trainee Constable PFES College	Constable GD Darwin
Jones T P	Trainee Constable PFES College	Constable Katherine
Jordan R C	Sergeant Commanders Tactical Team	Senior Sergeant, Crime Manager Commanders Tactical Team
Karamanidis T	Constable Regional Investigation Section Alice Springs	Constable Territory Response Section
Kenyon I E	Senior Constable 1/C Daly River	Constable Special Operations Section Drug & Organised Crime Division
Kennon S M	Constable Major Crime Section	Sergeant Major Crime Section
Kent M P	Constable Regional Investigation Section	Constable Avon Downs
Kilgour M W	Constable Tennant Creek	Constable Wadeye
Kime M A	Constable GD Darwin UA	Constable PCYC Support Unit Crime Prevention Division
Kirk D A	Constable Alice Springs	Constable Yuendumu
Kronk N R	Constable GD Darwin	Constable Commanders Tactical Team
Lade G I	Sergeant Darwin IU	Sergeant PI
Lawrence A T	Constable GD Darwin	Constable Computer Crime Unit
Littman A K	Constable Summary Prosecutions Section	Senior Constable 1/C Summary Prosecutions Section
Lukins E K	Constable Alice Springs	Constable GD Darwin
Mamo N J	Constable Pirlangimpi	Constable GD Darwin
Manley S A	Constable Major Fraud Unit	Sergeant Major Fraud Unit
Martin A F	Constable Jabiru	Constable GD Darwin
Maurice D J	Sergeant Investigation Unit Palmerston & Rural	Sergeant OIC Humpty Doo
McCarthy D J	Trainee Constable PFES College	Constable Tennant Creek
McDonald M J	Trainee Constable PFES College	Constable GD Darwin
McGarvie R M	Senior Constable 1/C Instructional Unit Foundation Studies	Sergeant IU Foundation Studies
McKie D C	Constable Maningrida	Constable GD Darwin
McMillan C J	Auxiliary Alice Springs	Auxiliary Alice Springs Crime Reduction
McPherson C J	Constable Katherine	Sergeant Katherine

TRANSFERS (CONTINUED)

McWatt J M	Constable GD Darwin	Constable Drug Enforcement Section
Meredith A L	Trainee Constable PFES College	Constable GD Darwin
Meredith B J	Trainee Constable PFES College	Constable GD Darwin
Mickie D C	Constable Maningrida	Constable GD Darwin
Millar R J	Senior Constable 1/C Katherine	Constable Katherine Investigation Unit
Milne P J	Constable Yulara	Constable Alice Springs
Molloy B P	Constable Southern Traffic Operations Unit	Constable Regional Investigations Section
Muir K L	Auxiliary Alyangula	Auxiliary Katherine
Muldoon B P	Trainee Constable PFES College	Constable GD Darwin
Nancarrow M R	Senior Constable 1/C PI	Constable GD Darwin
Nayda W K	Senior Constable 1/C Katherine	Constable PI
Neilson-Scott R K	Trainee Constable PFES College	Constable Katherine
Nevell C	Constable DPVPVU Casuarina	Constable GD Darwin
Newell W B	Constable GD Darwin	Constable Investigation Unit Casuarina
Nickson L J	Constable Alice Springs	Constable GD Darwin
Nicoll C J	Constable GD Darwin	Constable Territory Response Section
Noble-Harris G	Constable GD Darwin	Sergeant GD Darwin
O'Brien J J	Trainee Constable PFES College	Constable Alice Springs
O'Brien J T	Senior Sergeant OIC DYDS	Senior Sergeant OIC Summary Prosecutions Section
O'Conner S P	Trainee Constable PFES College	Constable GD Darwin
O'Donnell C	Constable GD Darwin	Constable Territory Response Section
Parfitt B J	Trainee Constable PFES College	Constable GD Darwin
Pemberton K D	Constable GD Darwin	Sergeant GD Darwin
Plumeier B	Constable GD Darwin	Constable Operational Intelligence Section Territory Intelligence Division
Power E A	Trainee Constable PFES College	Constable GD Darwin
Prowse B D	Trainee Constable PFES College	Constable GD Darwin
Richardson D B	Constable DEU	Sergeant Special Operations D&OCD
Rigby K L	Constable Property Unit Road Safety & Darwin Property Division	Senior Constable 1/C Summary Prosecutions Unit
Robinson J D	Trainee Constable PFES College	Constable Alice Springs
Rolfe A W	Trainee Constable PFES College	Constable GD Darwin
Rothery D P J	Trainee Constable PFES College	Constable Tennant Creek
Russell A J	Trainee Constable PFES College	Constable Katherine
Russell J	ACPO Daly River	ACPO Katherine
Ruzsicska P A	Constable PI	Constable Counter Terrorism Division UA
Sanderson C P	Trainee Constable PFES College	Constable GD Darwin
Sharkey K-M	Auxiliary Territory Communications	Auxiliary Alice Springs
Shean D M	Constable GD Darwin	Sergeant GD Darwin
Shewring S R	Constable School Based Policing Unit	Senior Constable 1/C Instructional Unit Foundation Studies
Slater D	Constable Alice Springs	Constable Ntaria
Smith A J L	Sergeant Remote Service Co-ordinator	Sergeant Ethical & Professional Standards Command
Smith G J	Senior Sergeant Alice Springs	Senior Sergeant GD Darwin

TRANSFERS (CONTINUED)

Smith S E	Constable GD Darwin	Constable Field Intelligence Office (Casuarina)
Snigg J P	Trainee Constable PFES College	Constable Alice Springs
Soligo M P	Constable Field Intelligence Office Palmerston	Constable Katherine Central Traffic Operations
Stringer M A	Sergeant Major Crime Section	Sergeant Special Operations DOCD
Turner S T	Trainee Constable PFES College	Constable GD Darwin
Vanderlaan K L	Commander Greater Darwin	Commander Ethical & Professional Standards Command
Vella W A	Trainee Constable PFES College	Constable Alyangula
Vick T A	Constable GD Darwin	Constable Nightcliff
Walters K-M	Trainee Constable PFES College	Constable Alice Springs
Westra Van Holthe W	Sergeant Katherine	Sergeant PI
Wheeler G A	Sergeant GD Darwin	Sergeant Investigation Unit Darwin
White C P	Trainee Constable PFES College	Constable GD Darwin
Wilson V G	Constable Operational Intelligence Section	Constable Asset Forfeiture Unit Major Crime
Winton P A	Senior Constable 1/C Pirlangimpi	Constable Alice Springs
Young I O	Constable Operational Intelligence Section	Constable Asset Forfeiture Unit

RETIREMENTS

Name	Rank	Date of Retirement
Berry N J	Sergeant	28 November 2007
McIntyre C A	Sergeant	28 November 2007
Noonan W T	Senior Constable	25 April 2007

RESIGNATIONS

Name	Rank	Date of Resignation
Adams L B	Constable	06 February 2008
Bedwell N B	Auxiliary	02 April 2008
Brayshaw W M	Sergeant	15 February 2008
Buck C L	ACPO 1/C	10 March 2008
Buck C L	Constable	10 March 2008
Carroll C	Constable	15 February 2008
Dalywaters H J	ACPO 1/C	06 March 2008
Evans R J	Senior Constable	15 February 2008
Fowler S	Constable	26 March 2008
Gallo C	Constable	26 November 2007
Hall R A	Senior Constable	28 January 2008
Hampton C D	Auxiliary	31 December 2007
Hoosan R	ACPO	15 January 2008
Jacka P B	Constable 1/C	20 February 2008
Kemp D M A	Auxiliary	26 March 2008
Kent N M	ACPO	09 November 2007
McCollum T M	Constable	12 December 2007
McGrath K	Auxiliary	06 February 2008
McMahon B W	Constable	30 November 2007
McMaster D S	Senior Sergeant	10 March 2008
McMillan C J	Constable	27 February 2008
McNeill B W	Senior Constable	29 January 2008
Menzies G O	Constable	05 March 2008
O'Brien D P	Senior Constable	25 January 2008
Ramzan H C	ACPO	12 December 2007
Rosas T	ACPO	21 January 2008
Schulz S J	Constable 1/C	01 March 2008
Scott S A J	Senior Constable	06 February 2008
Sipple J P	Constable	16 December 2007
Thomas J R	Constable	17 February 2008
Trevaskis A M	Auxiliary	10 March 2008
Tyne J P	Senior Constable	08 April 2008
Whalley D E	Constable	19 March 2008

PLEASE SUPPORT
THE ADVERTISERS
WHO SUPPORT
YOUR MAGAZINE