



NORTHERN TERRITORY POLICE NEWS

THE INDEPENDENT VOICE OF POLICE IN THE NORTHERN TERRITORY

THE OFFICIAL JOURNAL OF THE NORTHERN TERRITORY POLICE ASSOCIATION

March 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
Minister's Message	05
Industrial News	06
The Argument for Unique Industrial Arrangements for Police	08
Police Team Wins Charity Golf Day	11
Your NTPA	12
Gowan Carter Retires After 33 Years	14
50 th Anniversary of the Fingerprint Unit	20
Farewell Murray Taylor	21
Recruit Squad 92 Graduates	23
Western Australia Legacy Lunch	23
IPAA Hawkes Oration	25
Police Credit Union – Superannuation	31
Chaplaincy – Relationships	32
History – The Conscripts	33
Australian Financial Advisers – Superannuation	35
Police Health – Health Insurance for Older Children	36
Australia Hosts the 2008 International Youth Gathering	37
Cyprus Tour October 2008	37
Meal Break	38
Last Tour	39
Letters	40
Swap Mart	41
Offbeat	41
Transfers & Promotions	43



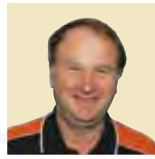
FRONT COVER

Vince Kelly presents Gowan Carter with his NTPA farewell gift. Gowan is retiring from the Northern Territory Police after 33 years of service.

EXECUTIVE MEMBERS



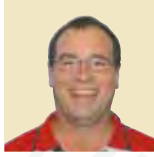
President
VINCE KELLY
NTPA



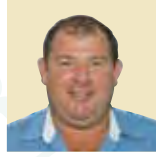
Senior Vice President
ANDREW SMITH
Recruitment PMC



Vice President
DAVID CHALKER
CIB Alice Springs



DANNY BACON
CIS PMC



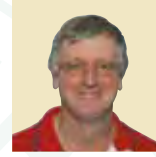
STEPHEN MARTIN
Counter Terrorism PMC



KYLIE ANDERSON
Adelaide River



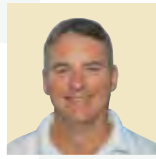
LAUREN HILL
EPSC Darwin



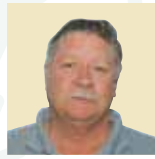
TIM LLOYD
Speed Camera Unit Nightcliff



CHRIS WILSON
Driver Training Police College



COL GOODSSELL
Foundation Studies Police College



WAYNE NAYDA
General Duties Katherine



SEAN PARNELL
Alice Springs Superintendent



HEGE RONNING-BURNS
CIS PMC



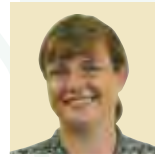
DAVID TAYLOR
Tennant Creek



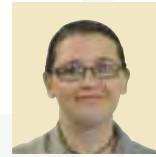
ROB PERRY
Industrial/Legal Officer



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 Wiesenneker
Secretary Vacant
Ordinary Member 1 Jeff Iddon
Ordinary Member 2 Tania Smith

PALMERSTON REGION

Chairman Mark Soligo
Vice Chairman Crispin Gargan
Secretary Kim Dye
Ordinary Member 1 Melissa Kennedy
Ordinary Member 2 James Clancy

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 John Worrall
Vice Chairman Lisa Bayliss
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

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

APPEALS BOARDS

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

Disciplinary
Gowan Carter
Shaun O'Sullivan

TRANSFER PANEL REPRESENTATIVES

1. Andy Smith
2. Owen Blackwell
3. David Chalker

POLICE FEDERATION OF AUSTRALIA

Chief Executive Officer Mark Burgess (ACT)

LIFE MEMBERS

Alexander Carolan
Gowan Carter
Stephen Wallace
Anne-Marie Murphy
Bruce Sandry
Maxwell Hill

William Josephs
Shaun O'Sullivan
Laurence (Jack) Clifford
Andy Smith

PRESIDENT'S MESSAGE

THIS EDITION OF THE NT POLICE NEWS IS THE FIRST FOR 2008 AND THERE HAS BEEN MUCH CHANGE AT A FEDERAL AND LOCAL POLITICAL LEVEL SINCE THE LAST EDITION IN DECEMBER 2007.

While many people claim in hindsight that the victory of the Rudd government was inevitable I do not believe that was the case 12 months ago. Equally, I do not believe anyone would have predicted the departure of now former Chief Minister Clare Martin within days of the Federal poll.

While the political landscape has clearly changed, many things will remain the same. As I indicated in my December message that irrespective of who won the Federal election, that the Federal intervention into the Northern Territory would continue in the short to medium term.

This has proved to be the case as the Rudd government continues with the intervention. It is apparent from meetings I have had with the new Minister for Indigenous Affairs, Jenny Macklin, and the Minister responsible for Territories, Indigenous Justice and the AFP, Bob Debus, that there will be a broader consultative approach to the intervention.

If there were ever any doubt that the new Rudd government would not have a considerable focus on indigenous affairs, then the wording of the apology to the stolen generations and the associated statements of the Prime Minister and government removes any such doubt.

While the real test of the government's achievements in improving the lives of indigenous people will be measured over coming months and years, our Territory will remain a focal point for Federal government action.

Policing of course will remain an important part of the intervention and as I highlighted in my December message, the expectation remains that

the NT government will need to build the capacity of our Police Force to assume our responsibility for policing the Territory including a permanent presence in all targeted communities.

The current numbers and proposed increases will not allow us to achieve this outcome. The challenge now falls to the new Chief Minister and Police Minister, Paul Henderson, to act and not rely on tired government slogans developed following the release of the O'Sullivan report. A recent brochure released by Mr Henderson fails to outline any clear direction for our Police Force during the remaining life of this government.

I repeat my warning to government from the December 2007 magazine that: *"Any suggestion that there are enough police to do the multitude of tasks in the ever-expanding number of communities targeted by the Federal intervention is simply nonsense."*

"The fact is the government and the Commissioner have failed to develop any long-term resource modelling as recommended by the O'Sullivan report and as such our job will continue to struggle. The Commissioner has prevaricated on this issue and successive police ministers, including it seems the new police minister, have failed to grasp the significance of the issue."

I also made a number of observations in the December magazine in relation to the 2008 Consent Agreement including that *"one of the consequences of the intervention has been the realignment of the industrial arena and the market in which we operate. While we can not expect the Territory government to compete with the Federal government dollar for dollar, they will have to deliver a competitive package of wages and conditions for our members,*



VINCE KELLY
President, NTPA

including real incentives for service in remote parts of the Territory".

I have real concerns about the government position following the recent housing dispute and subsequent positive outcome for those members in receipt of the housing allowance.

On November 21 last year, I wrote to the then Minister for Public Employment, Paul Henderson, in relation to the 2008 Consent Agreement and the outcome of the housing dispute. In that correspondence your Association highlighted an element of the submissions made to the tribunal by the Commissioner of Police in relation to the housing allowance dispute.

The Commissioner made the extraordinary claim that the *"Housing Allowance was designed by the NTPA as a 'safety net' although in hindsight, it is not clear what officers are being protected from, as very few officers receiving the Housing Allowance are actually in the rental market (that is, most are buying property)"*.

This statement ignored the reality that the relevant agreement was made by consent. Our Association did not "design" any provisions within the Housing Consent Agreement without the Department's, and therefore by extension, the agreement of the government.

The other statement made by the Commissioner on behalf of the government during those submissions was that: *"It is of further importance to note that the increase in Housing Allowance expenses is significant and NTPES (sic) will be required to consider finding cost offsets including cost saving measures in the upcoming negotiations for a new consent agreement with the NTPA"*.

Our Association was astounded this paragraph was included not only because it had no relevance to the matters in dispute, but also because it is a clear threat against our Association in the lead-up to the 2008 Consent Agreement negotiations.

We also reminded the Minister that on 24 January 2005 prior to the Housing Consent Agreement ballot he advised our members that:

"You have sought an assurance from the Government that acceptance of this latest proposal will not be used to restrict a legitimate wage claim at the expiry of the current Consent Agreement.

...the government will give an assurance that acceptance of this proposal will not be used to restrict a legitimate wage claim at the expiry of the current Consent Agreement".

On February 1 this year, the now Minister for Public Employment, Delia Lawrie, responded on behalf of government to these matters. The Minister repeats the position that the housing allowance is "not operating as

a safety net, and because of property market movements there has been unintended cost consequences that have to be addressed by government".

The reality is that the intent of the parties was to ensure that the housing allowance was linked to the cost of a member providing their own accommodation in the private market. It is obvious that in time of high housing costs that the allowance will move more rapidly.

For the government with all its resources and supposed experts to claim they were not aware of the cost consequences at the time they signed the agreement is astounding. It is an insult to our members to signal that they now intend to restrict these costs through the 2008 Consent Agreement negotiations. We can only hope that the Minister is relying on erroneous advice from bureaucrats who have no empathy with operational police.

In relation to the second issue, the Minister states: *"The letter of assurance applies only to the negotiations for*

the 2005 Consent Agreement. The assurance does not extend to any future negotiations, such as the upcoming NT Police 2008 Consent Agreement Negotiations".

We can only presume this "assurance" by Mr Henderson falls into the category created by former Prime Minister John Howard of being "non core" and therefore reversible at any point.

While I have concerns as we head into these negotiations, we have established good relationships with both Chief Minister Henderson and Minister Lawrie. We will rely on these relationships to ensure the government delivers a competitive package of wages and conditions for our members, including real incentives for service in remote parts of the Territory".

Anything less will be a disservice to the community we serve and will compound staffing problems exacerbated by changing policing priorities including the Federal Intervention.

MINISTER'S MESSAGE

"I AM COMMITTED TO ENSURING POLICE HAVE THE LEGISLATION YOU NEED TO DO YOUR JOB EFFECTIVELY."

When I became Chief Minister last November, I took on responsibility for the portfolios that would drive key areas of my agenda to make the Territory an even better place to live, work and raise a family.

That's why I appointed myself Police Minister – because I know law and order is a priority for our community. During my previous appointment as Police Minister, from 2002 to 2006, I was pleased to drive the comprehensive O'Sullivan Review and the Government's \$75 million response, Building our Police Force.

Significant gains were made during that time, including record recruitment rates, the establishment of the Territory's first Drug Detection Dog Unit, and improvements to day-to-day policing equipment.

We've boosted funding to the NTPFES by 65%, and there is more to do.

I'm pleased construction of the new Casuarina Police Station is getting under way, as is work on the new Galiwinku police facilities.

I am committed to ensuring police have the legislation you need to do your job effectively, and last month



PAUL HENDERSON

Minister for Police, Fire & Emergency Services

the Government introduced a package of measures to tackle youth-related crime to the Parliament.

Amongst the measures, is the removal of juvenile diversion as an option for repeat offenders, and new orders holding irresponsible parents to account for the action of their children.

NT Police officers do a tremendous job and I thank you for commitment to building a safer community for Territorians.

I look forward to catching up with as many officers as possible as I visit stations around the Territory in 2008.

**OWEN
BLACKWELL**Industrial & Field
Services Officer

INDUSTRIAL NEWS

“AFTER MY SECONDMENT I DECIDED TO PURSUE THE POSITION AS INDUSTRIAL AND FIELD SERVICES OFFICER. I FEEL I HAVE A LOT TO OFFER THE MEMBERSHIP.”

From 26 September to 26 October 2007 I was seconded to work out of the NTPA office. The secondment gave me an opportunity to assess my position within the police force as I knew Gowan Carter was soon to retire, and that a full-time position within the association had been voted on at the annual conference. It was a fairly busy month and I ended up travelling to Gove on a personal trip, to Adelaide for the Police Association of South Australia conference and to Tennant Creek with Gowan on a regional visit.

At Gove I had an informal meeting with members at the station and spoke about the upcoming EB and I was also able to have a look through Wade Marshall's residence in the new housing estate.

The PASA conference was a good trip as the night before the conference opened SAPOL had offered PASA an agreement under their EB for consideration. The first day was spent dissecting the agreement and debate between regional delegates. The motion that the agreement go to members for vote was passed during the afternoon session.

Tennant Creek was a timely visit given that the weekend before we travelled down an off-duty member had been savagely assaulted in the main street. The members there were working very long hours with little recognition and while this is a problem Territory-wide, the dynamics and characteristics

of Tennant Creek today give the members little opportunity to enjoy their downtime. Since that trip the station staffing has improved, with four new sergeants transferring in. Hopefully, the addition of these new members will help resolve some of the issues at the station.

After my secondment, I decided to pursue the position as Industrial and Field Services Officer. I feel I have a lot to offer the membership, having spent 20 years as an operational police officer working at numerous bush stations, regional areas and major centres as well as a short stint in investigations and as a supervisor in JESCC. I was, obviously, successful in my application and I started work in the office on 10 January.

rejected, it did answer members' requests for some more choices. I also attended the Roster Working Party meetings where the new roster was voted on. I was initially a bit disappointed with the members' representation on that party, but by the final meeting there was much better representation after some rallying at regional meetings and a few phone calls.

In the past weeks I have spent time talking to many members, both in management positions and also at the coalface and the issue that continues to be a root cause of many of the problems faced in this police force is staffing. It is clearly an issue across the police force and, with the current EB negotiations

“The members there were working very long hours with little recognition and while this is a problem Territory-wide, the dynamics and characteristics of Tennant Creek today give the members little opportunity to enjoy their downtime.”

My role is fairly diverse and includes housing inspections, of which I have done 25 in the past four weeks. Most of the properties have been in the newer estates around Palmerston and are quite impressive. I have also attended Darwin, Casuarina and the Auxiliary regional meetings. I spent some time working on rosters and whilst the rosters I developed were

starting, I feel this government needs to commit to improving the conditions to not only attract more cops, but also keep the experience we have.

It seems to me that given the commitment to airport policing as well as Operation THEMIS, that NT police territory-wide are suffering at the hands of Federal priorities.

THE ARGUMENT FOR UNIQUE INDUSTRIAL ARRANGEMENTS FOR POLICE

GIUSEPPE CARABETTA

Senior Lecturer,
Commercial and
Employment Law
The University of Sydney



UNIVERSITY OF SYDNEY LECTURER, GIUSEPPE CARABETTA, ADDRESSED THE POLICE FEDERATION OF AUSTRALIA FEDERAL COUNCIL MEETING ON 6 NOVEMBER 2007. BELOW IS AN ABRIDGED VERSION OF HIS SPEECH.

Giuseppe Carabetta is a Senior Lecturer and researcher in the Discipline of Business Law at the University of Sydney and he is recognised as the leading scholar in Australian police labour relations law.

I. INTRODUCTION

I have been asked to address this Federal Council meeting on the subject “The argument for unique industrial arrangements for police”. The issue I wish to discuss, with a view that the present industrial arrangements for police may be amended or replaced, is: What kind of IR system ought our police officers operate in? Or, more particularly – and bearing in mind that we have different arrangements in place in the different jurisdictions – the issue I wish to discuss is: What kind of IR system ought members of the police service not operate in?

With the Federal election not long off now, and with the talk of further and potentially wide-reaching IR reform, it is important that the Police Federation of Australia (PFA), the Australian Federal Police Association, and each of the state and territory police associations and unions represented here today develop a strategic approach to this issue. One of the purposes of today’s meeting, in fact, is to develop some dialogue on the issue. As I have

argued previously, there can be no question that police officers, although like regular employees in many respects, are also unlike regular employees – even other public sector employees – in other respects. There can be no question that they need special attention, and special treatment, industrially. It is vitally important that if there is to be major IR reform in Australia, members of the police service are not simply “grouped together” with other workers.

II. POSSIBLE MODELS

Currently, Queensland, New South Wales, Tasmania, South Australia and Western Australia operate, with certain exemptions, in state-based IR systems, the Australian Federal Police and Victoria in the Federal system, and the Northern Territory within a specialist Police Arbitral Tribunal. However, with the chances of further IR reform becoming increasingly likely, it is worth considering the options, or possible models, for members of the police service in the respective jurisdictions.

This includes the potential move to a unitary national IR system for our state-based police officers via a referral of State powers to the Commonwealth, as has occurred in Victoria. This may seem unlikely in the shorter term, especially as, to this point, matters relating to State police officers have generally been dealt with by state-based tribunals. Further, I understand the current Federal Coalition Government’s position is that the employment conditions of State police ought to be determined by their respective State employers; while Labor’s policy is that it is up to the States to determine appropriate IR arrangements for their own employees. However, the concern is that maintaining a State IR system for the State public services – or maintaining one for State police services – may ultimately be too costly for the States, so they may ultimately decide to refer their powers. Furthermore, the Victoria Police already operate, with certain exemptions, under the Federal Workplace Relations Act, as do the Australian Federal Police (AFP). Any changes to that Act

are therefore likely to affect these jurisdictions directly.

However, at this point, the possible models are many. For example, for all state-based police officers except the Victoria Police, they would include:

- i. Retaining the current state-based IR systems (general IR systems and tribunal arrangements);
- ii. Developing a specialist (state-based) system for members of the police force (ie, a specialist IR model with a specialist police employment tribunal, perhaps similar in nature to the Northern Territory model);
- iii. Moving to a Federal IR System (a general IR model at the Federal level); either the Coalition's "WorkChoices" model or a new ALP model. As mentioned, although this seems unlikely in the shorter term, it cannot be ruled out as a possibility.
- iv. Moving to a State system for State public servants, including police officers (ie, a general IR model but with a public sector focus).

[Mr Carabetta then went on to consider the (similar) possibilities for the Victoria Police, the AFP, and the Northern Territory Police].

III. "NON-NEGOTIABLES"

The underlying principles behind any (proposed) police IR model are really issues for the individual police jurisdictions. My purpose today is not to discuss underlying principles or to consider the merits or otherwise of any one model. Rather, my purpose is to outline what I refer to as the basic "non-negotiables" for a police IR model – elements that, because of the uniqueness and importance of police employment, should be avoided; or, elements that should not be up for "negotiation" in developing a future model. As I run through each of these elements, you may wish to think about whether or to what extent they apply to the current model in your jurisdiction. Principal amongst them are the following:

“As I have argued previously, there can be no question that police officers, although like regular employees in many respects, are also unlike regular employees – even other public sector employees – in other respects. There can be no question that they need special attention, and special treatment, industrially.”

- A system which allows for individual bargaining in mainstream policing (for example, AWAs). In my view, AWAs are inappropriate in a disciplined service such as the police service. Collective bargaining seems a better 'fit', if supported by a mechanism to bring the parties to the table, which is obviously going to be a major public policy consideration in a policing context. AWAs promote cooperation on a 'one on one' basis and are geared towards a commercial market. This seems at odds with police service. AWAs would also be administratively difficult, something that the former NSW Police Commissioner, Ken Moroney, recognised in a recent speech to senior officers. I also understand the Leader of the Federal Opposition, Mr Rudd, has given a commitment to the PFA that there will be no AWAs in policing if the ALP is elected to government.
- A system with heavy reliance on productivity bargaining. Since policing is about providing an essential community service, measuring productivity is always going to be a major challenge. Police officers are not making widgets. As the PFA has pointed out, the community might fear that the productivity of our police officers might be measured by (for example) the number of arrests or infringement notices. This is obviously going to be a major issue in any productivity-based system.
- Any system which presupposes a "right to strike". Enterprise

bargaining can only work where the parties can resort to industrial action to back their demands. There are of course formal restrictions on police strike action in the individual jurisdictions; indeed, I think it's even a criminal offence in some jurisdictions. There's also the oath of office and essential services legislation (interestingly though, the Victoria Police may now be in a different position under the Workplace Relations Act). Such restrictions themselves reflect how unique policing is: an essential service which, if withdrawn, poses an immediate threat to the community's safety and health.

As Bob Hawke pointed out in a speech he gave at a Police Industrial Relations Seminar in 1982, and as is reflected in International Labour Organisation standards, where there are legal restrictions on the right to strike, there must be adequate safeguards in the form of impartial and speedy conciliation and arbitration (or the like) proceedings binding on both parties. If police officers are to operate under an (general) IR system which is built around a right to strike, special measures would need to be introduced to compensate them for those restrictions.

IV. BARRIERS TO MOVING TO A FEDERALLY-BASED MODEL FOR STATE POLICE

As I said earlier, with the chances of further IR reform becoming increasingly likely, one possibility is that State-appointed police officers move to a Federal IR system via, for example, a referral of State powers

to the Commonwealth. However, as I have outlined elsewhere, there will always be limitations on such a move. Thus, in Victoria, a number of 'command and control' matters were not referred to the Commonwealth, including, the number and identity and aspects of appointment, probation, promotion, transfer from place to place or position to position, physical or mental fitness, uniform, equipment, discipline or termination of employment.

Then there are the (as yet undefined) constitutional limitations. The High Court's *Re AEU* decision in 1995, (also) suggested there are limits on the Commonwealth's power to regulate terms & conditions for State public servants, including State police officers. However, because of the special characteristics of police service, such limitations may apply more-so to police officers. (By way of aside, note that these limitations

“ Whatever IR model our police officers operate in in the future, it must be a model that recognises – explicitly – the special characteristics of police service. ”

would apply to any Federally-based model, whether achieved via a referral of powers or otherwise).

The fact that police officers are not employees in the usual, industrial law sense may also be an obstacle, but there may be ways around this issue through a referral of powers from the States. Legislators may also be able to rely on international law instruments (for example) to allow police officers to come within the Federal industrial relations framework.

V. CONCLUDING REMARKS

Whatever IR model our police officers operate in in the future,

it must be a model that recognises – explicitly – the special characteristics of police service. I have highlighted some of these characteristics, and what I have called “non-negotiable” elements for a police IR system. The challenge for law makers is to develop, or perhaps help maintain, a model that recognises these elements. At the same time, the challenge is to develop a model that recognises the importance of police service, while keeping police employment conditions in line with general good practice. I firmly hope that today's annual council meeting and the discussions that flow from it will assist in the achievement of these goals.

POLICE TEAM WINS CHARITY GOLF DAY

MAL GUERIN

Sergeant 1683
OIC Youth Diversion Unit
Alice Springs NT



The Police and Public Service Golf Day was held at the Alice Springs Golf Club on the 5th of November. A total of thirty-four teams vied for the Commissioners Shield and Police were well represented, fielding five teams. The winning team on the day was one of the Police teams consisting of Kym Davies, Lance Godwin, Don Eaton, Alistair Taylor and Bruce (Bones) Hoskins. The game was decided by a one-hole playoff between Hosko's Boners and K.M.B.F.L. (KISS MY BALLS FOR LUCK) from Corrections, the defending champions. The playoff was won by a nail-biting one stroke. The event is held annually and all proceeds go to local charities. This year the beneficiary was The Drivers, a volunteer organisation at the Alice Springs Hospital who are raising funds for the children's high dependency ward. This year the total raised was \$4,297.



YOUR NTPA

Meet the Northern Territory Police Association team:
Back row: Melissa Rowe and Natasha Currie.
Front row: Rob Perry, Vince Kelly and Owen Blackwell.



MELISSA OF ALL TRADES



MELISSA ROWE
Executive Assistant

Melissa Rowe, NTPA Executive Assistant, worked in the NT Police Force as an Auxiliary (Watch House Keeper). She was the former contracted bookkeeper for the NT

Police and Citizens Youth Club (PCYC) for nearly four years as well as for the Blue Light Disco prior to joining the Association, which was purely by chance.

Melissa said: *"This was as a result of the Annual Conference last year when a friend of mine was there and heard the request for an admin person during one of the speeches..."*

Currently the Executive Assistant for the NTPA office, Melissa does the administrative work, the bookkeeping, the website, pretty much looks after everyone and everything within the office and is about to inherit the NT Police Legacy bookwork as well. So she

has nearly done all of the NT Police minor departments' bookkeeping since resigning from the NTPFES.

Prior to joining the Association she was the State Office Manager for The Smith Family, the NT Accounts/Candidates Manager for Hudson Global Resources. Previously she has worked with many accountants/lawyers/Barristers/QCs/Magistrates etc in various areas within the Territory. A chef by trade, she was also one of the first female fishing tour operators in the Northern Territory, and is currently doing a Bachelor in Accounting, making Melissa a very multi-skilled asset to the Association.

ROB PERRY

Rob Perry is the new Industrial/ Legal Officer. His qualifications include Bachelor of Law and Associate Degree in Criminal Justice from Northern Territory University, Graduate Degree in Legal Practice from Charles Darwin University, Graduate Certificate in Public Sector Leadership from Griffith University, Certificate of Mediation and accredited Mediator, obtained through the Accord Group.

He joined the Australian Federal Police in 1985 and has worked in Fraud/ General Crime, Intelligence

and Drug Unit in the ACT, Victoria, WA and the NT. He also served in the Australian Police Contingent to the 42nd UN Force in Cyprus (UNFICYS) in 1994. He rejoined the AFP in 1997 and has since worked as an inspector, senior inspector and senior policy officer in the NT Racing, Gaming & Licensing and has most recently been employed as a solicitor of Ward Keller lawyers before joining the NTPA.

His many sports interests include golf with a handicap of 12 and he runs regularly with the Darwin Hash House Harriers.



ROB PERRY
Industrial/Legal Officer

VINCE KELLY – A VARIED CAREER



VINCE KELLY
President, NTPA

Vince Kelly joined the NT Police Force in January 1987, aged 20. From June 1987 to October 1988 he worked in General Duties at Alice Springs Police Station, then was posted as Second Officer to Ali Curung, 160 kilometres south-east of Tennant Creek.

From October 1990 to June 1995 he worked in General Duties Katherine Police Station, including extensive relief for Katherine Criminal Investigation Branch. He was promoted to Constable 1/C on 12 January 1991.

From June 1995 to December 1995 he worked in General Duties at Alice Springs Police Station, then in Alice Springs Criminal Investigation Branch until December 2000.

In January 1996, he was designated Detective and on 1 July 1996 promoted to Detective Senior Constable and on 23 September 1999 promoted to Detective Sergeant.

From December 2000 to October 2002 he was with the Major Crime Unit Darwin. On 12 September 2002 he was promoted to Senior Sergeant, then from October 2002 to August 2003 was Officer in Charge, Casuarina Police Station.

From August 2003 to the present, he has been on full-time secondment to the NT Police Association.

- May 1995 to May 1999 Executive Member
- May 1999 to May 2001 Senior Vice President
- May 2001 to present President.

POLICE FEDERATION OF AUSTRALIA

- May 2001 National Executive
- November 2003 – November 2005 National Treasurer
- November 2005 – November 2007 National Vice President
- November 2007 to present National President.

He also has been a mainstay of Northern Territory Rugby Union, from 1991 to 2004 NTRU Vice President, from 2004 to present NTRU President and from 2004 to present NT Delegate to Australian Rugby Union Council.

NT POLICE ASSOCIATION SERVICE

- May 1991 to May 1995 Katherine Branch Official

OWEN BLACKWELL

Owen Blackwell, the new Industrial and Field Services Officer, has been a serving police officer since January 1987, in all areas of the Northern Territory, primarily in general duties.

Prior to joining the NT Police, he was a labourer in Brisbane, went to Uni and started a Bachelor in Applied Science majoring in Mathematics (hates Maths with a passion now), going on to be a delivery driver and then a gold miner in Tennant Creek.

"I have been a member of the NTPA for the length of my service in the police force. I have served as secretary and chairman in the Katherine region in 1994/95 and chairman in the Nhulunbuy region 2000/01 until elected onto the executive in 2002. I have been re-elected in 2003, 2005 and then again in 2007."



OWEN BLACKWELL
Industrial & Field Services Officer



NATASHA CURRIE
Administrative Assistant

NATASHA CURRIE

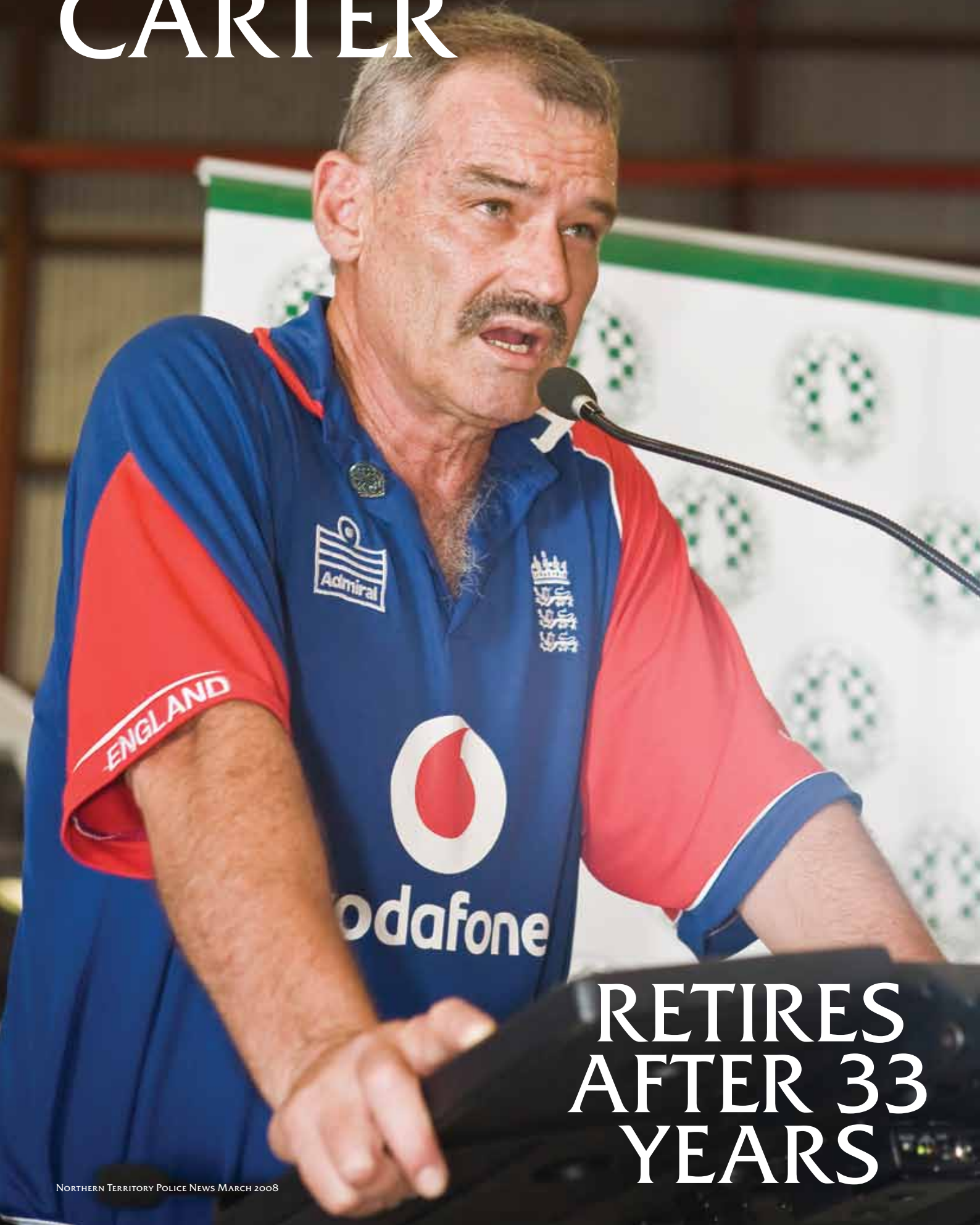
Natasha Currie is currently working on a part-time basis, 9am to 2pm Monday to Friday, excluding Wednesdays.

She is currently in her third year of a psychology degree and hoping to get into Forensics.

For the past 12 years she has mainly worked in hospitality and has a particular interest in customer service as she believes *"...you don't find good service in many places anymore."*

She also worked with special needs children within the education system, which she also found to be rewarding, not to mention being a copper's wife and a mother to four children!!

GOWAN CARTER



RETIREES
AFTER 33
YEARS

GOWAN CARTER JOINED THE NORTHERN TERRITORY POLICE IN APRIL 1975. HE IS A LONG-TIME EXECUTIVE MEMBER OF THE NTPA AND WAS APPOINTED AS A TRUSTEE OF THE POLICE SUPPLEMENTARY BENEFIT SCHEME IN 1997. THE SCHEME SUPPLEMENTS THE PENSION PAYABLE FROM THE COMMONWEALTH SUPERANNUATION SCHEME (CSS) FOR ELIGIBLE MEMBERS OF THE NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES. HERE IS HIS STORY:

I was born in Tennant Creek. Dad was a miner and Mum was a cleaner, she had come up to Tennant Creek from South Australia after the war. There she met Dad, who had been in the RAAF. I think he was one of three Tennant Creek fellows who went off and joined up. He joined here in Darwin, 13 Squadron. We lived in an old tin shed that Dad rigged up into a house. I was the youngest of three kids born there. Dad eventually became the Municipal Officer, sort of what would now be Assistant Town Clerk. Tennant was then a prosperous mining town.

Through his job with the old Northern Territory Administration, Dad had a lot to do with the police and I of course went to school with various policemen's children. Note "policemen". No women in the job when I was a youngster, well, none that ever came to Tennant. Later on I recall a couple coming to the school to speak to a couple of miscreant children, but that was much later.

Dad was friendly with Jim Mannion and Dad went to the fire that resulted in Jim later being awarded the George Medal for brave conduct. Dad was responsible for the "fire engine" such as it was. I seem to recall it being an International truck, with a tank on it, but that might have been as a result of the fire and have come along later. In any event, I can recall the flames lighting up the sky even though I was only a very young child at the time. I also recall Mum being very concerned about Dad and the others who were futilely trying to suppress the conflagration. I recall that one of our friends was badly hurt and remember the stories about the Viscount plane that was converted to an ambulance to evacuate the injured. Dad was also friendly with Alan "Fangs" Metcalfe and Pastry Wilson; we used to go out duck shooting when Pastry was at Rankine River Police

Station, and when he moved to Avon Downs after they closed the Rankine station down, we would sometimes call in and stay on our trips to Queensland. Lovely, hospitable bloke.

So I guess I always had positive views of NT Police people. Later on, when I was a teenager, I played with and against them in sport and they always fitted in.

Gary Burgdorf, Norm Wright, Barry Armistead, Dennis Fields, Graham Rees, were all very well-liked coppers in Tennant as were most of the others who served there in the '60s and '70s. Of course you would get the odd one or two (and a couple were very odd) from time to time who were a bit officious or thought that we were not the ideal law-abiding citizens that we all thought we were. But all in all I always had a positive view of the Police, despite the odd brush where I had broken a light with a shanghai or let off a cracker gun that broke the local Sergeant's car window, or being told in very grown-up language by old "Guts" Raby not to hang around the Barber's shop which housed the billiard table; this came from a man who only ever wore a pair of police trousers and a white singlet when he attended at the Tennant Creek Hotel to quaff an odd ale or two. However, when he said "get" we "got" pretty quick; he was not a man to be trifled with; he didn't get the sobriquet of "guts" because of his undoubted courage, but because of his impressive carriage, the odd ale or thirteen obviously adding to his stature.

When I was 17, I went to join the South Australian Police as they took cadets, but they didn't take me because when I went to do the physical I discovered for the first time that I required glasses and they insisted on 6/6 unaided vision.

But in 1975, I thought I would give the NT coppers a go and despite being interviewed by Saus Grant and Bob Jackson and told by Saus that it was very unlikely I would get in, I received

a reply-paid telegram telling me that I had and that I should get on my way to Adelaide as Cyclone Tracy had just rearranged Darwin a bit. I think I had a week to resign from the mining company, pack all my worldly goods and chuck them in the back of the old ute and set sail for Adelaide.

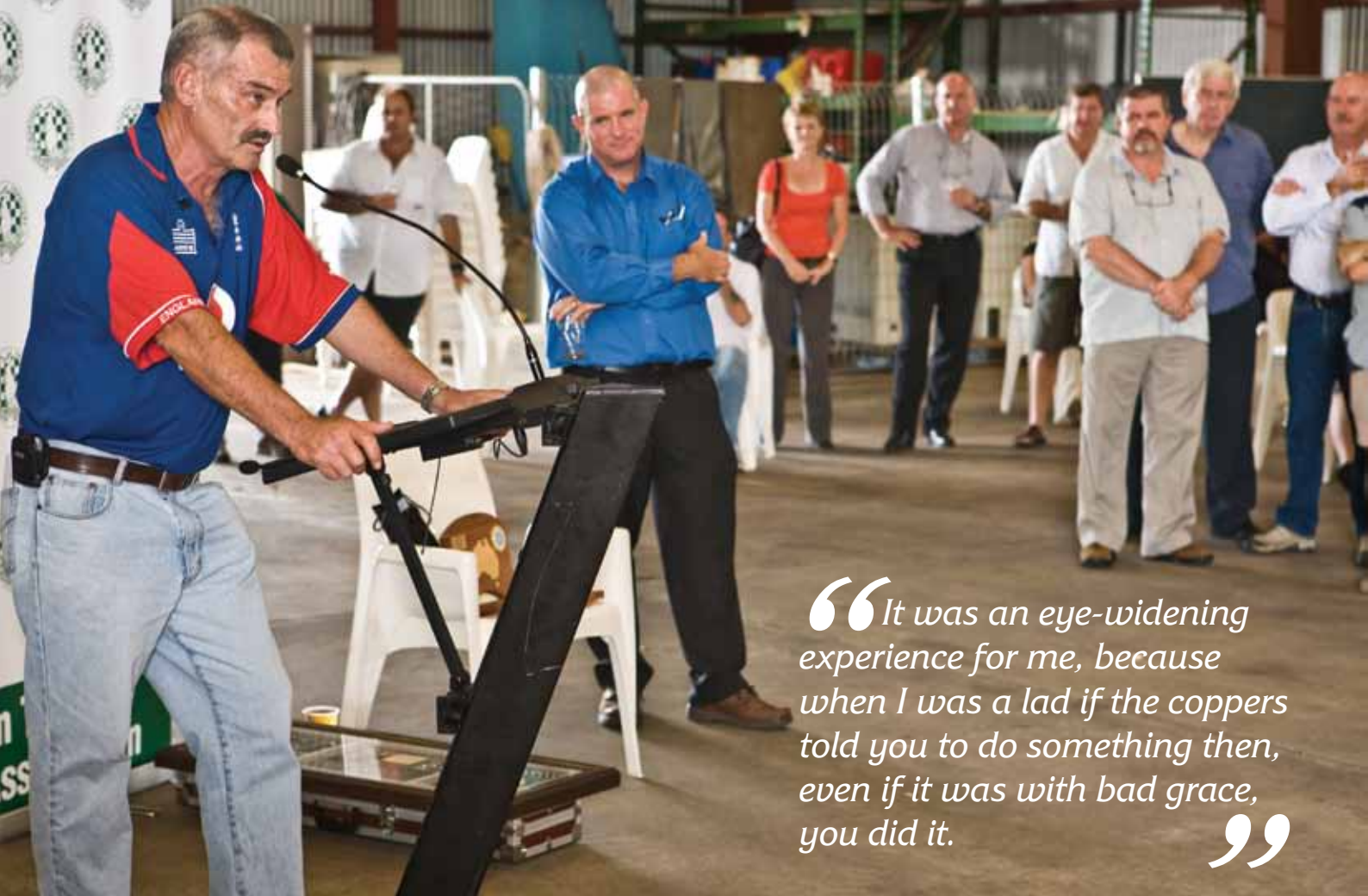
Training was difficult for me. I struggled with the Law component a fair bit, maybe because it was taught by Col Pope and I found that he talked way over the top of a recruit. Later on in my career, he taught us law in a Detective Training Course and I found that he was excellent, so it must have been that I was a bit thick. I can still recall all the points of proof for Larceny and Murder, and that was from initial training days, so after I had figured out that Larceny was stealing I got a bit of a roll on.

From memory, I think 30 of us started and 28 ended up getting through what I think what was an eight-week course. No driver training, a little bit of First Aid. In fact, I never completed the First Aid certificate in my entire career, although I did manage a five-week Australian Army Combat First Aid course, courtesy of the job.

After training in Adelaide, I came to Darwin, and while the place had been cleaned up a fair bit by then, it was still like a war zone with smashed up buildings all over. Many of the coppers, like everyone else, were living in patched-up homes, under floorboards or in demountables where the house had once stood.

We were issued with only a couple of pairs of pants initially as the stores, like everything else, had been blown away.

I remember going to the front counter of what I thought was the police station (in fact it was HQ and CIB) and explaining to the guy behind the front counter who I was. He took the fag out of his mouth long enough to tell me through the side of his mouth that "uniform" was upstairs across the way,



“It was an eye-widening experience for me, because when I was a lad if the coppers told you to do something then, even if it was with bad grace, you did it.”

that this was where the Detectives were. He made it abundantly clear without actually articulating it, that we were wasting his precious time and that we should skedaddle. Thanks Max, never forgot that welcome. He could make the removal of a cigarette such theatre that if there were Oscars for it he would be a perpetual winner. Million dollar Max, some stories to be told about him. So, suitably abashed, Tony Armstrong and I went and made ourselves known to our Station Sergeant.

The next months remain a blur, we basically worked, and worked more. There weren't too many days off, very short-staffed, but I think we still managed to put a minimum of two or three vans out of Darwin Station every shift as well as one from Casuarina and always a traffic car, that was a minimum. They were great backup those traffic blokes, if there was a blue and you yelled for the cavalry, whooska, there they were.

It was an eye-widening experience for me, because when I was a lad if the coppers told you to do something then, even if it was with bad grace, you did it. The first night I went out on patrol, I remember getting those big heavy ashtrays thrown at us outside the Don Hotel, about a dozen people got locked

up and the foulest-mouthed one was a little slip of a girl who Big Norm Wright lifted off the ground and flung into the divvy van. I was packing it, there were people running, having sly whacks at the guys, throwing bottles, and those huge ashtrays would have killed a draught horse. I was thinking that this job might not be for me. When we got back to the station, Big Norm said: "Jeez I haven't had fun like that for years". Then I definitely knew I was in the wrong job.

To be very honest about it, after getting a bit of confidence and working with blokes like Jumbo O'Brien, I enjoyed GDs. He was a great bloke to learn from; he always told me to give them a chance to walk away from trouble but if they wouldn't then get in quick and lively. The quick bit I could manage quite well, but sometimes I struggled with the lively. It didn't seem to matter though, Jumbo had plenty of lively about him and he kept me in one piece, great street copper he was, good friend to this very day.

Only trouble for me was on nightshift in the wee small hours it was very quiet and some of the older hands used to want to have a bit of a rest. Not me, I was full of beans

and couldn't understand the older members wanting to check out various quiet locations where they were unlikely to be disturbed as they thought about the meaning of life.

It was at about this time, that I was going to chuck the towel in. My partner and I had arrested a bloke on the cricket oval at Mindil Beach; he had some dope in his bag that he was reluctant to admit was his. Anyway, he made a complaint that my partner had encouraged him to make an admission. I was in the old Qantas Hostel off duty when I was told to report to the Inspector as there had been a complaint.

I duly did this, and told the Inspector that the fellow had a vivid imagination as nothing whatsoever had occurred with this fellow. Well, strike me, this big Inspector sat me down and told me that I was a lying little s**t; he knew what had happened, my partner was a thug and I was a Probationary Constable and I could be dispensed with in an instant. Then he told me that to help me clarify what had happened he was going to leave me for five minutes and then return. I can remember sitting there thinking: "Stuff this job, stuff the Inspector they can jam the job, I will hit the toe back to good old



Tennant". I got up and walked out of the interview room and ran into one of the legendary Sergeants of the job, he must have known what was going on as he inquired as to what the go was. I told him what had happened and said I wasn't being stood over and that I was off. He explained that I really couldn't do so, that I would be in more trouble than Speed Gordon and that as I hadn't done any wrong and nor had my partner I should tell the good Inspector that once again. I said I didn't know about that, and said I thought if there was any assault that I was likely to be the victim. He told me that the Inspector didn't like my partner; they'd had an altercation some years prior and my partner had prevailed and this was an attempted square-up.

Needless to say, I followed his advice. The Inspector was less than pleased but contrary to my feeling that he was going to belt me, he told me once again that I was a liar and he would be keeping a close eye on me for the remainder of my probationary period, which he had no doubt I never would complete.

One nightshift, Jumbo and I were on patrol near the RAAF base on Bagot Road and saw a drunk lying in the gutter. We stopped the van and got out and as I was about to lift

the supine chap to his feet, Jumbo stopped me. Simultaneously, a sedan stopped and out stepped a First Class Sergeant, who was, shall we say, less than the most popular man in the job. He said words to the effect of "what did we think we were doing standing around whilst this obvious drunk needed putting in the back of our van". Being young and despite the above aspersions as to my honesty, I was about to tell him what we had been talking about, when a big size 12 trod on my toe thus rendering me speechless for one of the few times in my life. I got the message.

The First Class raced over to where the derro was, seized him by the collar and the rear of his pants and then he discovered what we already knew: the fellow had dumped in his drawers, and quite some time ago too. The derro was rather quickly dropped and the First Class with a look of horror allied with hatred departed the scene rather hurriedly, well as hurriedly as any person could driving a manual car with one hand stuck out of the window. After picking ourselves up, we judiciously lifted the drunk and almost reverentially placed him in the van. We could have done no more as he had unconsciously made our day!

Our Commissioner in those days was William "Silver Bill" McLaren, always a very polite man, from the little I had to do with him. It goes without saying that was very little, he was the Big Boss and we used to get nervous around Sergeants let alone the head of the Force.

Anyway, one evening shift, Friday night, a big blue at the Don, every available car turned up and people were getting flung into vans left right and centre. Our Inspector, Gary Burgdorf, turned up, big bloke too, and he got right amongst it. After it had simmered down we resumed patrol, having for once not locked anyone up. We were out near the CSRIO on McMillans Road and the guy I was working with, Geoff Hardiman, was recounting spooky stories that he had been involved with in his time in the job. All of a sudden there was a ghostly light coming through the rear of the van. Well we near cacked ourselves. It turned out that Burgy had chucked a bloke into our van unknown to us; the chap had a little snooze and woke up several hours later and lit a cigarette. We thought that was pretty funny. However, someone had flung someone into another van, just who it was remains a mystery to this day, but





on the Sunday, the Commissioner came into the backyard of the old Mitchell Street police station and he heard plaintive cries coming from the rear of one of the vans. He went over and opened it up and found a gentleman somewhat worse for wear. He alleged he had been at the Don and had been thrown into a van for not doing what he was told and there he had remained and would the nice man let him have some water. I always had a suspect for that but as I say it was never established who the phantom arrestor was.

In those days, officers were not all that commonly seen and if and when one was, then it was the usual practice to take evasive action if at all possible. That was particularly so if that officer was Len Cossons. Len was known as the Stuka, because when he "dive bombed" it was not a pleasant experience. He was the Superintendent in charge of the CIB, so much of the time he wore plain clothes and thus to the uninitiated could have been anyone. The first time I met him was when three of us probationary constables were walking along the corridor in the direction of the muster/meal room. This fiercely-countenanced fellow

was approaching from the other way; I don't know about the other two, Tim Jennings or Noddy Iddon, but I didn't know the fellow from Adam, and as the others were from the squad before me, I assumed that they knew so much more and that was an obvious mistake on my part.

This man passed us, or seemed to have, but somehow he ended up back standing in front of us displaying some Ninja like skills and that same instant demanding to know if we three knew that it was a requirement to salute an officer at all times. Jennings and I were both abba abba, trying to explain that we didn't know who he was, when Iddon thought that the best way out was to throw his best ever salute to comply with this gentleman's demand. Straight out of the parade manual too, well at least on the way up it was, until it smacked Jennings right in the chops which sent him lurching into me which caused me to crash into the wall, which caused Mr Cossons to simply shake his head, mutter something about the quality of recruiting and storm off down the corridor, while Jennings and I tried to think of ways to kill Noddy.

To be continued in the next edition.



50TH ANNIVERSARY OF THE FINGERPRINT UNIT

CSI VERSUS REALITY

THE NORTHERN TERRITORY FINGERPRINT UNIT CELEBRATED ITS 50TH ANNIVERSARY IN DECEMBER.



Media and other guests were treated to short presentations including the process of fingerprint identification of the historic arm found in a crocodile in 1986 and CSI versus reality.

As American TV dramas fill our heads with dramatic investigative, yet fictitious, processes, the NT Fingerprint Unit is the 'real deal', able to find matches in the Territory, nationally and internationally, thanks to latest technology and networks.

From the days of paper fingerprints

and manually searching for matches, NT Police can now determine when a false name is given within two minutes, through electronic fingerprint technology.

Assistant Commissioner Crime and Support Command Mark McAdie reflected back on the 50 years and the changes: "Much of the fingerprint process hasn't changed and brushes with black and white powder are still used today.

"The most significant change is by far the use and capabilities of our technology that can find matches from

systems all over the world," he said.

"From identification of Cyclone Tracy victims to identification of a human arm found in a crocodile in 1986, the NT Fingerprint Unit has not been without its unique and typically Territory experiences that even CSI can't compare with.

However, the reality is much of the daily work of the Fingerprint Unit is taking and assessing prints from unlawful entries and stolen vehicles.

"Maintaining the NT fingerprint database is also a full-time job for three employees," he said.

FAREWELL MURRAY TAYLOR

MURRAY TAYLOR RECEIVES HIS NTPA FAREWELL GIFT ON 31 DECEMBER 2007 AT A SMALL GATHERING AT ALICE SPRINGS POLICE STATION. MURRAY HAS COMMENCED WORK AS SUPERINTENDENT ECONOMIC CRIME IN THE AFP, CANBERRA.



RECRUIT SQUAD 92 GRADUATES



Twenty-five members of Recruit Squad 92 graduated on Wednesday 19 December at a ceremony at the Darwin Basketball Stadium, Marrara. The twenty men and five women came from a range of backgrounds, with 15 recruited from the Northern Territory. The remainder were from Queensland (5), New South Wales (2), South Australia (2) and Western Australia (1).

Their ages ranged from 22 to 38 and previous vocations include the Royal British Marines, defence forces, horticulturist, mechanic, prison officer, camel handler, shearer and a biomedical scientist.

Graduates of Squad 92 were posted as follows: Alice Springs (8), Katherine (6), Tennant Creek (3), Casuarina (3), Palmerston (2), Darwin Police Station (2) and one to Alyangula.

AWARD WINNERS

Andrew Duggan, 29, was presented with the Glen Huitson Trophy for the most consistent application in all areas of the training course.

The Rod Evans Memorial Trophy for the highest academic achievement in Squad 92 was awarded to Stuart Eddy, 20.

Daniel McCarthy, 26, received the Commissioner's Trophy as the best overall course performer in academic, practical and physical training.

The Physical Training Trophy for outstanding physical training ability was awarded to Sean Aila, 33.

Photographs courtesy NT Police Media.

WESTERN AUSTRALIA LEGACY LUNCH

This photo was taken at the Goose Restaurant in Busselton in December, at the South West Police Legacy luncheon for Christmas. The photo is of Superintendent Mick Sutherland and Chaplain Keith Carmody of WA Police and the widow and children of the late Glenn Huitson of the Northern Territory. In recent years we have been inviting Mr and

Mrs Huitson (Senior) to this function so that they have an opportunity to know that we do remember their son and his contribution to Australia. It has proven to be a very successful venture and I believe that the family appreciate the gesture.
— Peter Browne, Secretary, WA Police Legacy, Police Families Advisory Council



IPAA HAWKES ORATION

THE FOLLOWING IS THE SPEECH GIVEN BY VINCE KELLY FOR THE HAWKES ORATION.

When I was first approached by John Kirwan to deliver the Hawkes Oration, I had just completed a fairly intense two weeks of media. Still feeling that inner glow of blanket media coverage, I immediately said yes to John without actually thinking through what I might actually say today or who I would be saying it to.

Initially, this address was scheduled for a couple of days before the Federal election, so I was aware that anything I said at that time would be seen in the context of that election. Given that one of the local candidates seemed to be convinced I was acting as agent for his opponent, it is perhaps a blessing that the date was changed.

I then saw the flyer about today's lunch which outlined that the Hawkes Oration is a speech given each year relating to a major issue for public administration in the Northern Territory.

If the purpose of an address like this is to educate, inform, and entertain, I hope I can achieve at least one of those aims if not the trifecta. Another purpose may be to provoke. So it could even be a quadrella.

I would like to cover three areas with you this afternoon. The first is the manner in which union officials were portrayed during the recent Federal election campaign.

The second is the published topic Police and how do we fit into modern IR systems. I must admit my remarks in this area are not Territory-specific. And finally, some brief reflection on the direction of the Federal intervention in light of the change of government.

I have to admit upfront that I had a bit to do with the introduction you have just heard. The reason for that was not just because of my skinny CV but I also wanted you to meet Vince Kelly, an elected official of an employee industrial body, the Police Association, the Union – depending on your world view apply the descriptor you prefer. The reason for the introduction is to

deliver a simple message. To reinforce with you that union officials like lawyers, doctors, farmers, small business people all come from the community. We are all shaped by the community in which we live and I think the attempt to demonise a group of people on the basis of union membership and leadership during the recent election campaign was a disgrace.

As Bob Hawke observed in an article published prior to the election:

The fact is that in an organisation as vast as the Australian trade union movement there will be some bad apples.

But ask the question: what would Howard say if Rudd, in the context of attacking employers' support for Work Choices, authorised a TV advertisement with a photograph of a businessman, jailed for criminal behaviour for defrauding thousands of senior citizens of their life savings, with the caption "Employer Crooks"?

In the same article, Hawke argued that: "Every working Australian, and those dependent on them, are indebted to the trade union movement. Everything they take for granted that largely makes up their standard and quality of living — their pay structure, paid annual leave, long-service leave, sick leave, penalty rates, equal pay — was fought for and won by the trade union movement".

Some of you might dismiss this as a self-serving statement by a trade unionist, however an objective examination of Australian industrial history supports this view.

I am pleased that the Australian electorate resoundingly rejected the jaundiced view of trade union leaders and by extension trade unions and the union movement generally being promoted by the conservative side of politics before and during the election campaign.

It is my view that the recent Federal election result was largely due to the inherently unfair industrial relations regime that was created by the Howard government in a moment of arrogance and hubris. The bulk of the

legislation was unnecessary and based on ideology, not sound public policy.

Both leaders claimed the election was a referendum on industrial relations. If that were the case, and I believe it was, then the Australian people have rejected the regime established and clearly support a system that protects employees and employers alike.

I believe that the Australian community has confirmed there is an ongoing role for unions in our lives, not to cause widespread industrial chaos, but to ensure that any worker who needs assistance gets it. To ensure that every worker does get a fair go.

And I guess this brings me neatly to the second aspect of my address today: Where do police and their industrial bodies fit in the modern industrial system. Many of the observations I planned to make to you today were to be based on the Howard Government's Workchoices regime.

The exact nature of the industrial relations system under the Rudd government is not completely clear, however it is apparent in my view that we are inexorably moving toward a national or unitary industrial relations framework. My following observations are made in that context and are representative of a submission made in August of this year by the Police Federation of Australia to the then Deputy Opposition Leader and now Deputy Prime Minister, Julia Gillard, following the release of the ALP Forward with Fairness Policy statement.

Australia's police operate in a range of commission and tribunal style arrangements that makes dealing with police industrial, command and control and disciplinary issues very complex. The challenge for policy makers is the need to keep conditions of service in our police forces in line with general good practice, but at the same time recognise the uniqueness of police work. Police officers are subject to an extremely high level of scrutiny by an array of oversight bodies, such as Ombudsmen, integrity and corruption

commissions, and Parliamentary Inquiries. Such high-level scrutiny is required by the very nature of policing. Police are also unique in relation to their Oath of Office. Such an oath of office gives them enormous powers, but at the same time places great responsibilities on them. Police are different from other workers in a number of respects, but particularly in relation to the nature of their professional duties.

It is this personal responsibility that distinguishes the obligations of the police officer from other emergency services workers in two primary respects:

1. The oath of office obliges the officer to place him or herself into situations of physical or psychological danger where it is necessary to keep the peace or to protect the lives and property of members of the public. A police officer's obligation to the law places everything else in a secondary position.
2. The oath obliges the officer to be on duty effectively twenty-four hours a day, seven days a week. An officer is obliged to intervene in any situation where he or she perceives an offence being committed, regardless of whether the officer is on rostered duty.

This oath of office also makes it difficult for any Commissioner to provide Police Officers with a safe workplace.

If a national or unitary IR system was established, it is obvious that the respective State and Territory Governments and Police Commissioners would not allow the full referral of IR powers to the Commonwealth. All matters pertaining to Command & Control functions would be likely to be retained by the States in some manner.

It is arguable that this situation is exemplified in the Territory, where under Section 14 of the *Police Administration Act*, the Commissioner of Police has responsibility for the good order and management of the police force, which includes internal discipline. While under Section 12 of the *Public Sector Employment and Management Act*, the Commissioner for Public Employment is the statutory employer "of all employees on behalf

of the Territory or an Agency". This makes the Commissioner for Public Employment the lead agency for all industrial matters relating to Police under Part III of the PAA.

Further, it is likely that even under a national IR system there may be constitutional limitations on the Commonwealth's power to regulate particular terms and conditions of service for State-based police officers. Any referral of powers by States would potentially create significant confusion, not only in the legal sense, but in a day-to-day sense as well.

Another factor that needs to be considered, and one that again reflects the special character of police service, is the unique legal status of police officers. Members of the police force, unlike most other public employees in Australia, are not employees at common law. In 1955 (in *Attorney-General (NSW) v Perpetual Trustee Co Ltd*) the Privy Council found that the relationship of master and servant does not exist between the Crown and its police officers, but that police constables are independent office holders exercising 'original authority' in the execution of their duties. What this means is that police officers are not employees in the general, industrial law sense.

I will not attempt to provide a more detailed analysis of these statements, however for those who are interested I refer you to a paper by Joseph (Giuseppe) Carabetta, published in the *Melbourne University Law Review*.

There is perhaps some scope for a constitutional argument about whether police are in fact employees for the purposes of Section 12 of PSEMA. Of course that would be an expensive argument and perhaps one neither we nor the government would wish to pursue.

The Rudd government has indicated AWAs will be phased out under the *Forward With Fairness* policy. Irrespective of this, it is our view that individual contracts are inappropriate in police forces.

As NSW Police Commissioner Ken Moroney said in a speech to his senior officers on 17 August 2007, 'the sheer size of our organisation – today, some 19,200 personnel, does not lend itself to individual bargaining – whatever

the topic. An effective employee representative group armed with cogent, relevant and contemporary policies must and can only ever be the answer to that form of collective bargaining that is necessary in an organisation or profession such as ours'. The PFA believes the same holds true for all of Australia's state, territory and Federal police forces. The Police Federation of Australia in the lead-up to the Federal Election put our policy position on industrial relations to all major political groups. In part, we sought undertakings to:

- return the referred industrial powers (relating to members of the police force) to the State of Victoria;
- not accept the referral of industrial powers to the Commonwealth by other states or the Northern Territory (relating to members of police forces) should they seek to do so;
- not interfere with state-based police tribunals where they are introduced or already exist;
- refrain from introducing any further AWAs into policing in Australia and phase out any existing AWAs.

The response of the Labor party has been that the status quo will remain, that the Victorian Police IR regime is a matter for the Victorian government, and that any referral of state IR powers will be dealt with at the time on its merits.

So for the moment the status quo. However, if as I and others suspect, a national/unitary system develops over time that encompasses police, what should such a system look like and why should police be treated differently?

I have briefly outlined why police are unique in an industrial/legal sense. We must also consider police in the context of the system of enterprise or collective bargaining.

In a November 2005 PFA submission to the Senate Employment Workplace Relations and Education Committee Inquiry into Workplace Relations' Amendment (Work Choices) Bill 2005 the PFA argued that:

Police officers, due to our Oath of Office, could be prejudiced in our capacity to fully participate in

enterprise bargaining, particularly as we are an essential emergency service.

To achieve a desired outcome, enterprise bargaining clearly envisages that negotiations may develop into more than a discussion around claims or a debate on wages policy, but may eventually test the resolve of parties around the principles of supply and demand. To not have the legal ability to fully extract the potential of a bargaining position is to enter into the exercise without the necessary tools to effectively participate. While there is a perception that police unions possess significant industrial strength, they are unable to engage in industrial action in the same way as other members of the workforce.

In 2003, the Queensland Police Union sought a judicial clarification as to the right of police to take industrial action in support of their bargaining position.

Faced with an uncertainty of outcome and a view that police should not be free to strike, the Government proposed introducing legislation to prevent police from taking certain types of industrial action. Clearly, the Government considered the effect of this would prevent police from taking industrial action thus limiting their ability to fully participate in collective bargaining. This solicited consideration of the likely impact of these restrictions, as they affect the rights and obligations flowing from ILO conventions.

In New Zealand (in 2001), the Government attempted to introduce a new clause into the Police Act. This required any arbitrator to specifically consider *“the Commissioner’s ability to fund any resulting Police expenditure as determined by Vote Police appropriation”*.

Legal advice received at the time by the New Zealand Police Association from its constitutional legal adviser Sir Geoffrey Palmer said:

“tying of the Commissioner’s ability to pay to the Vote suggests that the Government will be able to ensure there is never any money for an increase by keeping the Vote screwed down. This comes close to being an abuse of legislative power in circumstances where those subject to the law have no right to strike”.

This matter has been resolved for sworn police, as they do not have the right to strike or take any real form of industrial action (called “Final Offer Arbitration”). This means that in the event of the parties not reaching a negotiated outcome, the Association’s or the department’s final offer can be accepted by an arbitrator.

Without dwelling on the Queensland or New Zealand position (as both eventually achieved negotiated outcomes to their wage deals), the reasoning behind this legal approach based on ILO conventions remains relevant to police industrial relations.

The ILO in 1998 adopted a Declaration on Fundamental Principles and Rights at Work.

The 1998 Declaration, as well as Conventions 87 (Freedom of Association) and 98 (Rights to Organise and Bargain Collectively) provide the basis for contemporary enterprise bargaining. However, both of these Conventions permit member states to decide the extent to which these guarantees apply to the police and other forms of essential services.

The Freedom of Association Committee of the ILO dealt with the restriction on police and others from being able to take industrial action in support of collective bargaining. In its digest of decisions of 1996 the Committee noted that the right to strike could be restricted or prohibited, but where that occurred, the limitation must be accompanied by certain compensatory guarantees. The Committee went on to identify the role of an impartial tribunal in dispute resolution referring to conciliation and arbitration processes.

Clearly, it is envisaged that the provision of an independent arbitration tribunal must have the unfettered power to make determinations on merit to ensure that the collective position of police is not adversely affected by removing their ability to maximise their negotiations through industrial action. The Arbitral component must not place police in a less favourable position than might be reasonably achieved in enterprise bargaining.

It is for all of these reasons that if a national or unitary industrial relations system develops, it must have

a police-specific aspect to it. I would argue that the NT Police Arbitral Tribunal provides a model that could easily be adopted at a national level.

In the Northern Territory, a discrete police industrial tribunal has existed since the NT was granted self-government in 1974. The tribunal was established under the *Police Administration Act*, with one person appointed from the Australian Industrial Relations Commission.

In the 1990s, members of our association had lost complete faith in the tribunal due to consistently adverse decisions that seemed to be made with little regard for the merit of our arguments. This lack of faith was reinforced by an unsuccessful wages hearing and an unsuccessful hearing relating to housing entitlements.

Clearly, our members did not believe the tribunal was impartial. Further, the housing decision demonstrated severe limitations on our members to appeal decisions of the tribunal.

Our concerns with the tribunal of the day included the following factors:

- The apparent inability of the Tribunal to process disputes referred to it in a timely manner.
- The tribunal as then constituted under the act, albeit a discrete jurisdiction, had no direct involvement from the Police Force or any sworn police officer.
- The tribunal of its own volition had fashioned itself on the Australian Industrial relations commission in respect to process and procedures, while the parties before the tribunal were legally deprived of those rights accorded to parties with standing before the AIRC.
- The Tribunal as a discrete jurisdiction does not have any measure of review to its decisions as is the case in the AIRC.
- The only appeal mechanism available against decisions of the Tribunal was judicial review before the Northern Territory Supreme Court.

While our association had concerns about the operation of the tribunal as it existed, we maintained that a discrete Police Industrial Tribunal was of benefit to our members and the police force.

The advantage being that a discrete jurisdiction is more attuned to the needs of a unique category of employees that do not fit legally or culturally in the broad parameters of industrial relations, that is, police officers.

Our association successfully argued for a more contemporary approach to police industrial relations in the Northern Territory, one of our main planks being the utilisation of mediation. Our association argued that the provision of a mediator would provide the parties to any dispute (our association and the police force/government) with the ability to resolve such disputes in a timely fashion without prejudicing their right for having matters determined by hearing before a discrete police tribunal.

It was further argued that the tribunal should be established on a tripartite basis, consisting of a nominee of the association, a nominee of the Police Commissioner and an independent chairperson appointed by government.

The association argued that the establishment of a tripartite Police Arbitral Tribunal would ensure the tribunal had police knowledge and an understanding of the policing environment to instil confidence by all parties in the decisions of the tribunal. It was on this basis that the association agreed to an appeal right to tribunal decisions on matters of law only.

In February 2002, the Martin Labor government passed legislation that established a new Tribunal on the basis argued by our association. Since that time a number of matters have been resolved through both the mediation process and through determination by the Tribunal. I believe the Territory Police Arbitral Tribunal provides a model that could be easily adopted at a national level.

It is also possible that you as public administrators should consider whether a "one system fits all", that is a unitary system, is going to deliver the best outcomes for disparate groups of employees. Our model is based on what will deliver the best outcome for operational police and the government, and by extension, the community.

One thing is clear: in 1983, neither Bob Hawke nor others would have

predicted the pace of change in contemporary industrial relations nor the extent to which the Howard government would move in this area. Even though the Rudd Labor Government has promised to tear up Workchoices, industrial relations has changed forever. The challenge for myself and other police union leaders is to ensure our organisations can operate effectively in any system in the best interests of our members and by extension, the community.

This brings me to the final issue, the Federal Intervention into the affairs of the NT. In August this year, at our Association's Annual Conference, I made the following observations in relation to the intervention:

"The Territory government completely misjudged the intent of the Federal Government, more particularly the responsible Minister Mal Brough. This failure can be traced back to the reluctant cooperation provided to the Valentin Review of Policing needs in Remote Communities, commissioned by the Federal government, and a failure to heed the public statements made by Minister Brough on behalf of the Federal government.

The Federal government has portrayed the intervention as requiring a response akin to the response to a natural disaster or catastrophe such as a cyclone, flood or tsunami. The Macquarie Dictionary defines a catastrophe as a sudden and widespread disaster.

The other common feature of a natural catastrophe is the widespread destruction of property and loss of life. The emergency response is obvious – identify the dead, protect the living and rebuild. These are difficult and challenging logistical tasks, but not as inherently complex as the challenges that have faced our Territory for at least three decades in Aboriginal communities.

The crisis in many indigenous communities in our Territory and throughout much of Australia has not been sudden. This crisis has developed over a number of decades. The response to this crisis is intrinsically more complex than the response to a natural catastrophe. The response must not be short term and driven by politics. One only has to consider the disastrous results of short term and often politically driven

interventions in sub Saharan Africa in recent years to know this is the case.

It is my view that the Federal government was either ill informed or, worse, simply ignored the operational, logistical, legal, and industrial complexities for those of you who are on the ground, from Auxiliaries, ACPOs and Constables to the Commissioner.

The complex situation that has subsequently developed in relation to the placement of police officers from the Australian Federal Police and other state jurisdictions has confirmed my opinion.

It was fanciful to think that employees from up to seven different employers with a multitude of awards and agreements represented by seven different unions or associations could simply be placed in the Territory for an extended period without extensive negotiation. Further, each jurisdiction has a different industrial model for the making of awards and the resolution of disputes.

While these interstate police have been sworn as special constables, they remain effectively employees of another jurisdiction. This situation is replicated at Darwin and Alice Springs airports where NT Police remain employees of the NT government but work for another Police Commissioner.

It is my view, that there is no real scope for either of these fundamentally flawed models to continue. The Federal Government must fund the AFP to police airports and the NT Government needs to fund the NT Police to police the entire Territory. If extra funding is required to achieve that due to the Federal Intervention, then ultimately the Federal government should assist. The ascension of the Rudd government in Canberra and the retirement of Clare Martin, give the Federal and Territory governments a unique opportunity to fine tune much of the intervention. Ultimately, unless the new Federal Government intends to repeal self-government or take over the NT Police Force, the Territory should be policed by Territory police. Our members have shown over decades that given the right support and resources, we can make a difference in the lives of all Territorians.



DO YOU WANT TO INVEST YOUR SUPERANNUATION WITH A CAPITAL GUARANTEE?

WHAT IF YOU COULD BE PROVIDED WITH A GREATER DEGREE OF CERTAINTY IN YOUR INVESTMENT INCOME WHILE STILL BENEFITING FROM MARKET GROWTH?

Recently, in Australia a new and unique style of investment has arisen that will enable you to invest in a portfolio of investments providing greater opportunity for capital growth along with the peace of mind of capital protection.

'Protected Growth' investments provide an underlying guarantee delivering protection for all initial and ongoing investment contributions while locking in positive annual investment performance. In other words, protect the downside, while retaining positive investment growth and income from your funds being invested in shares and so on.

Not all Protected Growth investments work the same way. Some of these products use what is known as "Constant Portfolio

Protection Insurance" sometimes called CPPI. The strategy behind this, involves selling down assets and converting them to cash to protect the investments. This can reduce your opportunity to benefit from market rises.

More recently, a strategy called "Dynamic Hedging" has emerged. This has been employed successfully in Europe for a number of years. Unlike the CPPI strategy, "Dynamic Hedging" allows you to stay fully invested in the growth assets you need to benefit from market rises, but to lock your gains in periodically.

If you are relying on your own investments for your retirement income and are concerned about market volatility, call Vicki Lamp at Police Credit Union Financial Planning Ltd on 08 8919 2100 to find

out whether these investments may be right for you.

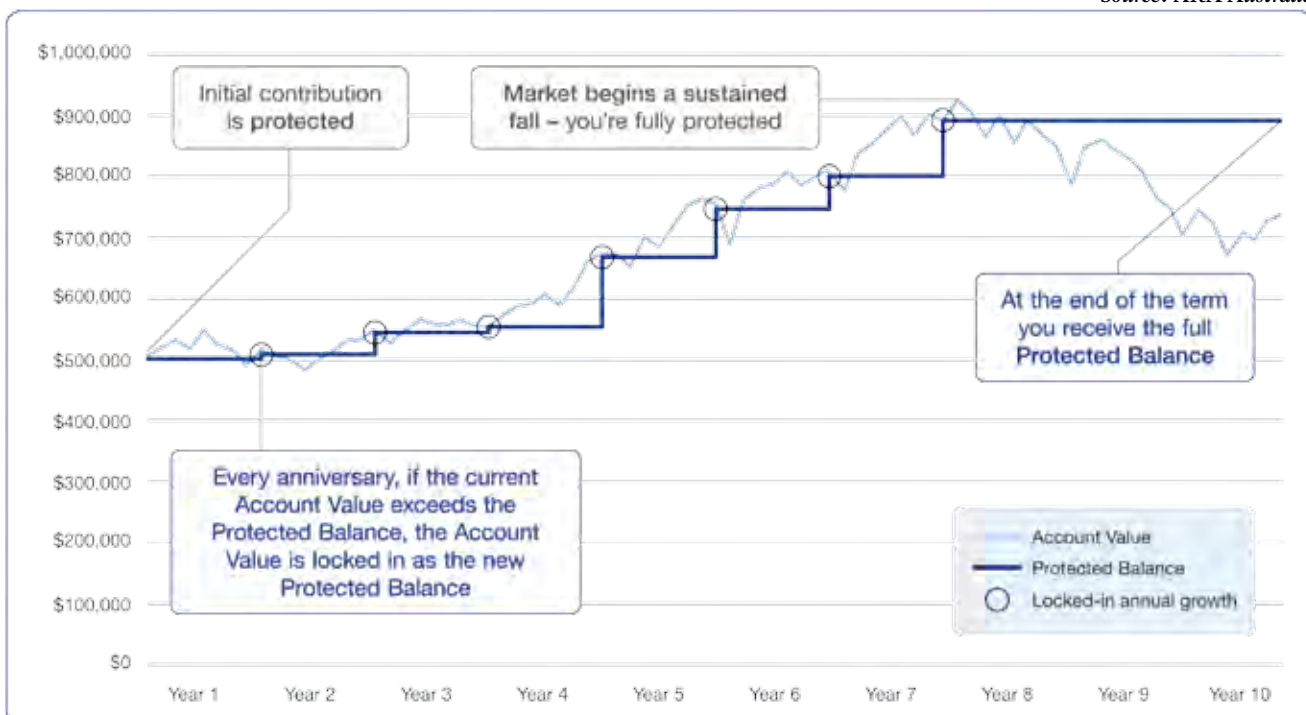
Vicki holds an Advanced Diploma of Financial Services (Financial Planning), has worked in the financial services industry since 1981 and has been providing financial advice to Darwin residents for the past 11 years.

In addition to Superannuation planning, Vicki offers a range of other services, including guidance on budgeting, savings and wealth creation strategies, investment and retirement planning.

This is general advice only and your personal situation must be taken into account before proceeding with any recommendations. You should also obtain a copy of the relevant PDS before making any decision to invest.

You should also obtain a copy of the relevant PDS before making any decision to invest.

Source: AXA Australia



PETER C WRIGHT

PFES Senior Chaplain
Employee Support Services



RELATIONSHIPS

AT ANY ONE TIME IN THE WORLD THERE ARE MILLIONS OF PEOPLE FROM DIFFERING CULTURES, RELIGIONS, VALUES, POLITICS, BODY SHAPE AND SIZES ETC. IT IS THIS THAT MAKES US INDIVIDUALS.

We all have our own set of ideas, values and belief systems which some may find difficult to accept, while others find them easy to accept. Just because others have different ideas to us does not necessarily make them wrong or even right. Sometimes it is that we see things from a different perspective. We may see some things as being more important or less important than others.

Relationships are important for they help us to be who we are. As a child grows, so they develop in a way that is influenced by those around them, such as parents, siblings, friends, relatives, church friends, clergy, sports coaches and peers, teaches and many others.

Relationships help us to be who we are for good or ill.

Throughout life we have relationships with many and varied people, but the greatest part of our lives are the relationships we have with our friends. Friends can be

anyone from school years, to work friends to marriage partners. The important thing is how we treat those friends for that determines how that relationship progresses. Friendship requires transparency and openness in dealing with others.

Any relationship needs to be cultivated, because they do not just happen. There needs to be respect and consideration for each other. In a marriage relationship it is important that we change rather than insisting that the other changes. We should be looking at ourselves rather than at the other to see how we can change to improve the relationship. That doesn't mean we never talk about issues, we must, for that is important, as long as it is with respect and a listening ear.

I often use the following at weddings I am privileged to perform:

"I once heard a rumour that the church was going to allow husbands to have 16 wives, four better, four worse, four richer and four poorer."
Each one of us can at times have

16 sides, or personalities. So in our relationships whether it is in marriage, with friends and acquaintances or in the workplace, we are constantly building and developing with each other.

Relationships are about respecting the other. Not about thinking we have the right to demand, abuse or cheat on them. It is about a balance between trust and respect. At times we make compromises, and at other times we stand back and allow the other to have their way. If we can do this, we will enjoy life more, our relationships will be healthier, and our society will be a better place.

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

Phone: (08) 89955425

Location: 5th Floor NAB Building

Mobile: 0407 797 197

Postal: PO Box 39764

Winnellie NT 0821

Fax: (08) 8995 5426

HRM is everyone's business
http://norlaw/services/hrm_branch/main_menu.html

NORTHERN TERRITORY POLICE, FIRE & EMERGENCY SERVICE CHAPLAINS

PETER C WRIGHT

Senior Chaplain

Peter Wright 0407 797 197
(Northern Region)

Available – Confidential –
Inter-denominational Chaplains

- Living in Alice Springs
Pastor Denis von Blanckensee
for the Southern Region
Office 8951 5168
Mobile 0423 926 925

Chaplain Peter Wright will be the overall Chaplain mainly in the Northern Region, away picking up stations too far or impractical or for specific reasons for the part-time Chaplains to visit and will be known as the Senior Chaplain for the PFES.

THE CONSCRIPTS

FROM THE RECORDS OF THE NT POLICE MUSEUM AND HISTORICAL SOCIETY.



During WW2, the NT Police Force was stretched to the limit and below strength due to members leaving to join the Defence Forces in the War.

There were also members working with the Army in the NT and with the North Australia Observation Unit (Nackeroos). Quite a few members with the Force had also foregone annual leave during the last years of the War.

The gazetted strength of the NT Police was 80 members. The actual member number was 50.

Civil Administration of Darwin resumed at the close of 1945. The army turned over the control of the Top End to civilian government.

Residents of the NT were returning and the shortage of Police members was acute. The number of Constables was inadequate as it only allowed one reserve man to answer telephones and to attend to the public for each of two shifts and one officer for town duty on those two shifts.

Arrangements were made for SA Police and WA Police to lend officers to the NT Police to fill the gap.

SA Police were to lend five Constables for the two years 1945

to 1947. WA Police were to lend two officers from 1946 to 1949.

When SA advertised the vacancies, 38 members of their Force applied. They gave us some of their newer members.

In February 1945, the SA Police Commissioner chose the members and five Junior Probationary Constables came to the NT:

- Kevin (Bobby) Breen aged 19 years,
- Peter Delderfield aged 18 years,
- John Donegan aged 19 years,
- Bruce Evans aged 19 years, and
- Ron Huddy aged 19 years.

The officers from SA although young in years and service were appreciated by the NT Police.

Constable Huddy was an amateur boxer and a footballer of some skill. In 1950, he fought the Australian Heavyweight Champion Jack Cousins in a challenge bout.

While a member of the NT Police he was injured (firearm wound to his leg) on a combined border patrol of the SA-NT border area he was patrolling with an SA Police officer.

At the end of their two-year appointments to the NT Force

a difficulty arose.

They wanted to stay in the NT. The NT Force would have readily accepted them but the Federal Government after a great deal of correspondence with SA Government ordered them home to their respective states.

Typical reports on the members concerning them was:

It is with regret that the Constable is leaving. He is an outstanding type, an excellent horseman, a good and willing worker and quite capable in carrying out in a competent manner any duty he has to do...

The SA Police appreciated the 'thrown in the deep end' training for their members in the Top End. All the conscripts were promoted to the rank of Mounted Constable on their return to SA.

The WA Police appointed Constables John Dwyer and Gordon Reade who came to the NT in 1946 for two years to the end of 1948. They had some experience and maturity.

During their time in the NT Force, both officers from the West had the misfortune of being injured in accidents.

NORTH PERSONAL SUPERANNUATION AND PENSION

PROVIDING DIRECTION TO FUND YOUR RETIREMENT LIFESTYLE

PAUL BETTI
CEO, AFA

Superannuation is one of Australia's preferred long-term methods of saving and funding retirement. In fact, outside the family home, it is generally considered the largest financial asset that many Australians will own. Ultimately, your superannuation can help you successfully fund your desired retirement lifestyle.

But whether you're currently planning for retirement or actually living it, it is important to understand that you're in charge of how you invest your super or pension.

Currently there is a Government old-age pension which acts as a safety net for those who do not have sufficient super to fund their retirement. More and more, you're now being encouraged to plan and invest for the long-term to secure the kind of retirement lifestyle that, at the end of your working life, you deserve.

YOUR BOTTOM LINE WILL DEPEND ON WHAT AND HOW YOU INVEST

What and how you invest your retirement savings can make a big difference to the amount of money you have in retirement.

Indeed, the amount of money you have to fund your retirement will be directly affected by how you invest when planning for and living your

later years. And choosing between different types of investments depends on your appetite for both risk and returns.

Asset classes such as cash and fixed interest generally offer low risk but they come with relatively low returns. Property on the other hand, generally takes a step up the risk/return ladder and shares a further step again.

However, although shares have historically outperformed all other major asset classes, volatile markets may create an atmosphere of uncertainty and worry.

NORTH PROVIDES A NEW DIRECTION FOR YOUR SUPERANNUATION AND RETIREMENT INVESTMENTS

There are few investment solutions that are able to protect your investments against the ups and downs of the sharemarket. This is particularly true of some superannuation products – until now.

With North's unique Protected Growth guarantee option you now have the ability to start your 'sleep easy' retirement plan today and begin enjoying:

peace of mind
locked-in positive annual growth¹
choice on how you invest
fast, accurate service at the click of a button.



DO YOU WANT TO ACCELERATE THE GROWTH POTENTIAL OF YOUR RETIREMENT INVESTMENTS?

ARE YOU CONCERNED ABOUT THE STABILITY OF THE STOCK MARKET?

DO YOUR INVESTMENTS KEEP YOU AWAKE AT NIGHT?

Research confirms:

72 per cent of investors who describe themselves as defensive desire a more aggressive investment strategy

the biggest factor holding back investment ambition is the fear of losing money

52 per cent of Australians are 'unsure' about the performance of the Australian stock market over the next 10 years.

AXA Investor Trends Report, August 2007

¹ Annual positive market performance is locked in if, on the anniversary of a plan's commencement, the Account Value exceeds the current Protected Balance.

Who is AFA? AFA was first established in 1986 with its origins commencing in Darwin in the Northern Territory. Since then it has expanded to the East Coast of Australia with offices in Brisbane, the Gold Coast, and Sydney.

PFA Financial Planning Pty Ltd ACN 115 611 142 T/A Australian Financial Advisers, Paul Betti Authorised Representative of GWM Adviser Services ACN 002 071749 T/A MLC Financial Planning an Australian Financial Services Licensee with its registered office at 105-153 Miller St North Sydney NSW 2060.

HEALTH INSURANCE FOR OLDER CHILDREN & HOW FAMILIES CAN SAVE

POLICE HEALTH RECOGNISES YOUNG ADULTS GENERALLY SEE THEMSELVES AS BEING INVINCIBLE. THEY HAVE LESSER UNDERSTANDING OF THE NEED FOR INSURANCES – PARTICULARLY HEALTH INSURANCE, AND THEY MAY NOT YET BE FINANCIALLY INDEPENDENT.

For Families with children aged 21 to 24 and not in full-time study, there is an option to keep them covered under your family membership. And it can provide for a smoother transition to their independence – at least for mum and dad!

With Police Health, your children are covered by your family membership until they reach 21 years of age. It doesn't matter if they are studying, working, living at home or away from home, but it does exclude them if they are married or in a de-facto relationship.

Once they turn 21, they can continue to be covered under your family membership if they are studying full-time at a recognised education facility, and this applies until they turn 25.

If you have children aged 21 to 24 who are not studying full-time, Police Health offer a special cover where you can have the peace of mind of continuing to cover them under your family membership. And again, they don't have to be living at home but they can't be married

or in a de-facto relationship.

For only a small increase on the cost of our combined hospital and extras cover, Police Health offer a cover that extends the cut-off age for non-students from 21 to 25. The cover is called Platinum Plus and for around just \$19.00 per fortnight per family extra (after 30% rebate), you get all the value of our top cover Platinum Health but extended to cover older children.

Police Health's Platinum Plus cover offers flexibility and real savings, covering your children in that time when they're becoming "independent", but Mum and Dad

Police Health



still shoulder the responsibility. A look at the chart, shows how much cheaper it is for Children 21-25 to remain on mum and dad's cover. If you're with another fund, we're confident you too can save with Police Health Platinum Plus. If you wish to compare your current family premiums against Police Health's, call us on 1800 603 603.

POLICE HEALTH	FORTNIGHT DIRECT CONTRIBUTION (30% REBATE CLAIMED)
Family Membership	\$66.90
Child (22 years old and on own single membership)	\$33.45
Combined Premium	\$100.35
Platinum Plus	\$85.50

Contribution rates current as at 8 February 2008

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

INTERNAL POLICE ASSOCIATION, AUSTRALIAN SECTION

AUSTRALIA HOSTS THE 2008 INTERNATIONAL YOUTH GATHERING



The International Police Association (IPA) will host a youth gathering in Australia later this year.

It is the first time the International Youth Gathering (IYG) has been held in this country and 50 children aged between 15 and 17 years are expected to attend from all corners of the world. The gathering is designed to expose children of police officers to different cultures and to highlight that their parent(s) belong to an organisation that is respected worldwide. The gathering is held in a different country each year and recent IYGs have been held in countries including Finland, Ukraine and Cyprus.

This year's program will start in Melbourne on 20 July and over two weeks will take in Victoria, New South Wales, the Australian Capital Territory and Queensland. It has been designed to expose the children to a cultural, environmental, historical and contemporary representation of Australia and will conclude on 4 August 2008.

The Australian Section of the IPA makes an award available each year to the children or grandchildren of IPA members. The award provides a significant contribution towards the cost of attending an IYG.

Over the past ten years, the Australian section has sent many children of our police members overseas to attend an IYG. Attending an IYG is a marvellous experience for our young people; they make lifelong friends with other young people from all over the world, and experience

the culture and traditions of countries that they otherwise might never be able to travel to.

The IPA is the largest police organisation in the world with more than 375,000 members in 62 countries. IPA owns over 90 residences throughout the world which are available to travelling members for token amounts. It is a friendship organisation and membership is open to any serving or retired police officer regardless of race, religion, politics or rank. Each State of Australia has an IPA region where members meet regularly both socially and formally.

For information about the IYG or on membership of the International Police Association, please visit their website at www.ipa-australiapolice.com.au. Similarly, IPA will welcome any Police Association members wishing to assist with the IYG and the visiting children of police members.

UNITED NATIONS POLICE ASSOCIATION OF AUSTRALIA CYPRUS TOUR OCTOBER 2008

The UNPAA is organising a group tour to Cyprus in October to coincide with the 25th Anniversary Celebrations of the Cypriot Police (Cypol) formation of their chapter of the International Police Association (IPA).

Australian Police have a close association with the Cypriot people and their Police as Australian Police have served continuously in Cyprus with United Nations Forces (UNPOL) since May 1964. Fifteen Australian Federal Police remain on

duty in Cyprus with UN Forces. The IPA festivities begin at the Miramar Hotel Cyprus on Monday 20 October 08, concluding Tuesday 28 October 08, (eight days inclusive). UNPAA and IPA members, serving police and administrative officers, their families and friends are invited to join this tour. IPA membership forms are available for non-member police. A group airfare and three-day stopover in Dubai en route to Cyprus is planned, flying Emirates. Join Police from around the world for

these festivities at the four-star Miramar Hotel Cyprus. Additional activities with tours to Nicosia, Kyrenia, Famagust and Bellapaise Abbey are planned for group members over four days following the IPA festivities in Limassol.

Additional IPA program details, tour costs and IPA membership forms etc, are available on the net on www.ipa-cyprus.com.cy or contact tour organiser Denis Percy, President, UNPAA at ozpercy@bigpond.com.au telephone 0419 422801.

MEAL BREAK

GOUNDREY G PRESENTS SHIRAZ VIOGNIER AND SAUVIGNON BLANC SEMILLON.

2005 GOUNDREY G SHIRAZ VIOGNIER

BACKGROUND INFORMATION

G – is the astronomy symbol for yellow star

G – for the Great Southern region, home of Goundrey

G – for Goundrey and great wine

TASTING NOTES

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

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

WINEMAKER'S NOTES

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



Vintage
2005

Growing Areas
Western Australia

Grape Variety
Shiraz, Viognier

Winemaker
Peter Dillon

Food Suggestion:

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

Alcohol	pH	Acidity
14.4%	3.46	6.07 g/litre



Vintage
2007

Growing Areas
Western Australia

Grape Variety
Sauvignon Blanc, Semillon

Winemaker
Peter Dillon

Food Suggestion:

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

Alcohol	pH	Acidity
13.4%	3.23	6.4 g/litre

2007 GOUNDREY G SAUVIGNON BLANC SEMILLON

BACKGROUND INFORMATION

G – is the astronomy symbol for yellow star

G – for the Great Southern region, home of Goundrey

G – for Goundrey and great wine

TASTING NOTES

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

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

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

WINEMAKER'S NOTES

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

LAST TOUR

Dear Vince,
I have resigned from the NT Police effective 11 January 2008 and therefore resign from the Northern Territory Police Association. I would like to take this opportunity to thank you and Gowan for your efforts over the years in representing the interests of members. In particular, your efforts in raising the profile of all police associations on a national level through the PFA have been outstanding and can only serve to assist and improve the profession of policing.

I have enjoyed my 22 years in the police force and feel privileged to have served with this great organisation. In saying that though, there are some major issues confronting the organisation now and into the future, one of which is the mobility issue which results in experienced members leaving for other jobs (such as myself). This needs to be closely examined and I believe that the NT should embrace lateral entry to provide the much needed boost of experience in all ranks. It is only a matter of time before other states do this and I think there is a great opportunity for the NT to get ahead of the game and

take advantage of the unique style of policing and living that this place has to offer and therefore attract police from other states. This is just one of many issues that both the NT Police and NTPA will need to address over the coming months and years and I wish you success in progressing these issues to ensure the continued success of the NT Police.

Cate and myself will be remaining in Alice Springs and I am taking a position with the Commonwealth department of FaHCSIA (Families, Housing, Community Services & Indigenous Affairs) and I hope to catch up with some of you when you are in town. I would also appreciate it if I could remain on the mailing list for the Police news – my mailing address is PO Box 5163, Alice Springs 0871.

Merry Xmas and a happy New Year to you all and I hope that those members working over Xmas remain safe and well.

Yours sincerely

Mark Coffey
Commander
Alice Springs & Southern
Regional Command
Northern Territory Police

Dear Vince,

On 17 July 2007, I commenced employment with the Australian Federal Police in the position of National Coordinator Economic & Special Operations. On 12 October 2007, after a brief period of leave without pay, I resigned from the NT Police Force. Accordingly, I am tendering my resignation as a member of the NTPA.

I would like to thank those rank and file members who contacted me prior to and subsequent to my resignation in wishing me well for the future and I would like to thank the NTPA for the good wishes and for the wall

hanging that was recently presented to me in Alice Springs.

Despite our differences of recent years, I hold the firm view that you have done your very best in representing the best interests of the membership over a prolonged period of time, and I have no doubt that you will continue to do so in the future.

I would like to wish you, the Executive, and all members of the NT Police Force all the very best for the future. I would appreciate being placed on the distribution list for the NTPA magazine.

Yours sincerely,

Murray Taylor

Dear Vince, Committee and Members,
I have submitted my resignation from the NT Police effective from COB on Wednesday 9th January 2008, and therefore tender my resignation from the Police Association for this date also.

I have been offered a FIFO position with ESS at the Granites Gold Mine and have accepted it. It was a very easy decision to make considering what has been happening in this section for the past year with the restructure and how it has been dealt with (or not dealt with) by the powers that be.

Apart from the last year, I have enjoyed the past 13 and a bit years within the NT Police and have made many friends and colleagues within the department as well as outside. It has been a true adventure and when I started I never thought I would be where I am now.

I would like to thank the Police Association for their assistance and hard work that they have done for myself as well as all of your members and I hope you can keep up the good work.

To all the Police members and Police staff that I have had the pleasure to work with, I wish you and your families all the best in the future and to the people I have not had the pleasure of meeting, I wish you all the best in your adventure. Take care out there.

Cheers and plenty of beers

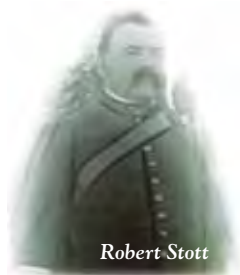
Snr Auxiliary **Tony (Steady) Stafford**
Reg. No. 4086
Summary Prosecutions Darwin

Dear Vince

I have resigned from the Northern Territory Police Force, effective COB 19th February 20 2008 and as such I will be ceasing my membership of the NT Police Association from this date.

Yours sincerely

Paul Jacka
1/c 2191



Robert Stott

LETTERS

THE STORY 'A SOUTHERN REGION COMMANDER' IN THE DECEMBER ISSUE, REPRINTED FROM THE NT POLICE MUSEUM AND HISTORICAL SOCIETY RECORDS FROM CITATION MAGAZINE DECEMBER 1966, LED TO SOME INTERESTING LETTERS.

Dear Hilary,

I receive the above magazine and read it with great interest – especially anything to do with the “old times”.

I am the middle daughter of Clive William Graham, the first serving member to become Commissioner.

I read with interest the article “A Southern Region Commander” and wonder if the information is quite accurate.

My mother was Jane, daughter of the Hayes family of Alice Springs (pioneers of the area) and she had

stories of Mr Stott as they called him. They also referred to him as the “king” of Alice Springs as I understood that he was the Government representative for the area and the Commissioner title was only one of his positions. He was like the Administrator for the Government. Mum had many stories about him.

His son, Gordon joined the NT Police and spent most of his career on remote stations. “Gordy” I remember well, he often visited our house. He was a gentle man and usually had a

smile on his face. I remember hearing conversations about Robert Stott.

Unfortunately, people from that era are getting few. Maybe Billie McFarland, Lucy Bowie or Terry Boxall can verify or not the information I have given you. (If you contact them – give them my love!)

History can get a little “smeared” over time and it would be nice for the historical records to have the information correct.

Regards,

Eleanor Wilson

Thank you for your letter, Eleanor,

As published under the heading, the story was supplied by the NT Police Museum and Historical Society records from their ‘Citation’ magazine of December 1966. I will forward your letter to them. What part of the information in the story do you feel is incorrect?

Regards

Hilary Tims

Thanks Hilary.

I feel that Robert Stott was not Commissioner per se, but it was one of his titles as (for want of a better word) Administrator. I gather this mainly from the stories of Mum and Dad and Nanna Hayes. I used to have copies of the “Citation”. I may still have them if I search enough. My husband Arnold Wilson (brother of “Pastry” John Wilson) was probably one of the first to do a newsletter, and called it the “Grapevine”. I may even have some of them around. He got into a lot of trouble for using the badge which was designed under Dad’s direction, (the old one that jokes are about!), as Dad was in Rio de Janeiro (Interpol) when Arnie’s first issue came out. He had received Dad’s permission, in fact had given

him a copy of the badge for printing, but it wasn’t believed so Dad had to smooth things over when he returned! Denzil McMannus may remember this.

I was very pleased to see mention of Dad, nice to know he wasn’t forgotten. He joined in 1932, had to pay his own way up there by ship and for his own uniforms. He was involved in the McColl case and then later was a Mounted Police on camel patrol, I remember the last one he did when I was a child and just before we were transferred back to Darwin. He was a champion of the Police, getting more reforms for them including shift work, instead of being on call 24/7. He brought in Police Women, radio cars etc. He received the Imperial Service Medal, my niece has that. His own father was Inspector Robert

Graham of the NSW Police.

The Police Force was small when I was a child and everyone was like a big family. Communal BBQ’s, picnics etc.

Unfortunately Mum died April 2003 and Arnie in September 2004, (Edward and Ann-Jane Hayes long gone) so I can only go on what I remember.

I must one day go through the papers etc that I have and send on to the Museum, including some things of the old days of Alice Springs, including a photo of one of the camel “Ghans”.

Regards,

Eleanor Wilson

P.S. I do have Lucy Bowie and Billie McCaffery’s phone numbers if you ever want to talk to them.

Dear Hilary

Re the article in NTPA Police News Dec 2007, Page 29.

Stott was a commander in the sense of being in command of Police in Centralian Australia Territory. There was not a rank of Commander at that time in the Police.

As Gazetted in the Commonwealth of Australia Government

Gazette No.61 of 2nd June 1927 in pursuance of Sect.38 of the Northern Australia Act 1926, Charles William Clanan Marr, Minister of State for Home and Territories(Commonwealth of Australia Govt.) appointed Robert Stott to be Commissioner of Police for the Territory of Central Australia, such appointment to take effect on 21st May, 1927.

George Dudley was appointed Commissioner of the Police in the Territory of Northern Australia (the top part of NT) at the same time and the position of Commissioner of Police was taken from the Administrator. He was made Commissioner of Police again towards the end of 1927.

Barry Frew

SWAP MART

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

I am a retired police officer from Portland, Oregon, USA and a long time reader of the Police News. I am interested in trading postage stamps from Aus. and other South Pacific countries for my American stamps. Off or on paper. Please respond to Travelwithbc@comcast.net.

Thank you, **Bill Calder**



more than just money

Hello,

How are you?

I'm writing to you to let you know that I have many rare and interesting police patches, which I want to sell. I'm a collector. I collect Polish eagles on caps. I have more than 700 different items.

If you are interested, I can send you scans of patches I have for sale. I'm sure you will find something interesting to your collection.

I look forward to future trades with you.

Best wishes,

PAZIU

PS. I'm looking for Walter P99 holster and belt and police t-shirts.

Dear colleagues,

I am a German paid firefighter and paramedic with the Stuttgart Fire Department which is situated in the south of Germany. As I am a keen collector of police and fire memorabilia I would be very happy to get a patch or badge from your department for my collection. I am happy to resend you some stuff from my department. Hope to hear from you again.

All the best from Germany

Greetings

Stefan Krafft

My postal:

Stefan Krafft

Johann Sebastian Bach Strasse 20
70771 Leinfelden, Germany

OFFBEAT

NEW WORDS FOR THE YEAR

TESTICULATING: Waving your arms around and talking Bollocks.

BLAMESTORMING: Sitting around in a group, discussing why a deadline was missed or a project failed, and who was responsible.

SEAGULL MANAGER: A manager who flies in, makes a lot of noise, craps on everything, then leaves.

ASSMOSIS: The process by which people seem to absorb success and

advancement by sucking up to the boss rather than working hard.

SALMON DAY: The experience of spending an entire day swimming upstream only to get screwed and die.

CUBE FARM: An office filled with cubicles.

PRAIRIE DOGGING: When someone yells or drops something loudly in a cube farm, and people's heads pop up over the walls to see that's going on (This also applies to applause for a promotion because there may be cake).

SITCOM: Single income, two

children, oppressive mortgage.

What yuppies turn into when they have children and one of them stops working to stay home with the kids or start a "home business".

STRESS PUPPY: A person who seems to thrive on being stressed out and whiny.

PERCUSSIVE MAINTENANCE: The fine art of whacking the crap out of an electronic device to get it to work again.

ADMINISPHERE: The rarified organisational layers beginning just

above the rank and file. Decisions that fall from the “adminisphere” are often profoundly inappropriate or irrelevant to the problems they were designed to solve. This is often affiliated with the dreaded “administrivia” – needless paperwork and processes.

404: Someone who’s clueless. From the World Wide Web error message “404 Not Found” meaning that the requested document could not be located.

OHNOSECOND: That minuscule fraction of time in which you realise that you’ve just made a BIG mistake (e.g. you’ve hit ‘reply all’).

BEER COAT: The invisible but warm coat worn when walking home after a booze cruise at 3am.

BEER COMPASS: The invisible device that ensures your safe arrival home after booze cruise, even though you’re too drunk to remember where you live, how you got here, and where you’ve come from.

LOVING SECRET

A couple were celebrating their golden wedding anniversary on the beaches in Montego Bay, Jamaica. Their domestic tranquility had long been the talk of the town. People would say: “What a peaceful and loving couple.” The local newspaper reporter was enquiring as to the secret of their long and happy marriage. The husband replied: “Well, it dates back to our honeymoon in America.

“We visited the Grand Canyon, in Arizona and took a trip down to the bottom of the canyon, by horse. We hadn’t gone too far when my wife’s horse stumbled and she almost fell off. My wife looked down at the horse and said: ‘That’s once.’ “We proceeded a little further and her horse stumbled again. My wife quietly said: ‘That’s twice.’ We hadn’t gone much further when the horse stumbled for the third time. My wife quietly removed a revolver from her purse and shot the horse dead. I shouted at her: ‘What’s wrong with you, woman? Why did you shoot the poor animal like that, are you *%&#@\$ crazy!?’ She looked at me, and quietly said: ‘That’s once.’ And from that moment we have lived happily every after.”

OLD MEN

Two old men are sitting on a park bench chatting. One asks the other “How’s your wife?”

The second old bloke replies slowly “I think she might be dead.”

The first man exclaims “What do you mean THINK she’s dead?”

“Well” the second elderly gentleman explains: “Our sex life is much the same as it always was, but I’ve noticed the dishes are starting to pile up.”

RESULTS

“Bad news Mrs Ward,” a doctor tells an elderly lady. “We sent your husband’s test sample to the lab yesterday but there was a specimen from another Mr Ward and they got mixed up. I’m sorry — although both results are awful.”

“What do you mean?” asks the lady.

“One specimen tested positive for dementia and the other for a sexually transmitted disease. We’ll test him again but the results won’t come back for a month.”

“What do I do until then?”

“Drop him off in the middle of the bush. If he finds his way home... Don’t sleep with him!”

PETS PLEASE NOTE

To be posted very low on the refrigerator door. Preferably at nose height.

Dear Dogs and Cats,

The dishes with the paw print are yours and contain your food. The other dishes are mine and contain my food. Please note, placing a paw print in the middle of my plate and food does not stake a claim for it becoming your food and dish, nor do I find that aesthetically pleasing in the slightest.

The stairway was not designed by NASCAR and is not a racetrack. Beating me to the bottom is not the object. Tripping me doesn’t help because I fall faster than you can run. I cannot buy anything bigger than a king-sized bed. I am very sorry about

this. Do not think I will continue sleeping on the couch to ensure your comfort. Dogs and cats can actually curl up in a ball when they sleep. It is not necessary to sleep perpendicular to each other stretched out to the fullest extent possible. I also know that sticking tails straight out and having tongues hanging out the other end to maximise space is nothing but sarcasm.

For the last time, there is not a secret exit from the toilet. If by some miracle I beat you there and manage to get the door shut, it is not necessary to claw, whine, meow, try to turn the knob or get your paw under the edge and try to pull the door open. I must exit through the same door I entered. Also, I have been using the toilet for years. Canine or feline attendance is not required.

The proper order is kiss me, then go smell the other dog or cat’s bum. I cannot stress this enough!

To pacify you, my dear pets, I have posted the following message on our front door: To all non-pet-owners who visit and like to complain about our pets:

1. They live here. You don’t.
2. If you don’t want their hair on your clothes, stay off the furniture. (That’s why they call it “fur”niture)
3. I like my pets a lot better than I like most people.
4. To you, it’s an animal. To me, he/she is an adopted son/daughter who is short, hairy, walks on all fours and doesn’t speak clearly.

Remember, dogs and cats are better than kids because they:

1. Eat less
2. Don’t ask for money all the time
3. Are easier to train
4. Normally come when called
5. Never ask to drive the car
6. Don’t hang out with drug-using friends
7. Don’t smoke or drink
8. Don’t have to buy the latest fashions
9. Don’t want to wear your clothes
10. Don’t need a gazillion dollars for education and entertainment, and
11. If they get pregnant, you can sell their children.

TRANSFERS & PROMOTIONS

PROMOTIONS (INCLUDING PROVISIONAL)

Name	From	To
Auricht O N	Constable	Constable 1/C
Baxter S A	Constable	Constable 1/C
Bayley C M	Senior Constable	Sergeant
Blackwell D L	Constable 1/C	Senior Constable
Blackwell D L	Constable	Constable 1/C
Blake J	Senior Constable	Sergeant
Bouma S	Constable 1/C	Senior Constable
Court M D	Constable 1/C	Senior Constable
Crowfoot N A	Auxiliary	Senior Auxiliary
Dash P	Sergeant Alice Springs	Sergeant UI (ACC Secondment)
Day J M	Constable 1/C	Senior Constable
Day K R	Senior Constable	Sergeant
Ekins V L	Auxiliary 1/C	Senior Auxiliary
Everingham J W	ACPO	ACPO 1/C
Faustman P R	Senior Constable	Sergeant
Fox B P	Constable	Constable 1/C
Gerschwitz D J	Senior Constable	Sergeant
Goddard V H	Constable	Constable 1/C
Grant N B	Senior Constable	Sergeant
Green D R	Sergeant	Senior Sergeant
Hall R A	Constable 1/C	Senior Constable
Higgins C J	Constable	Constable 1/C
Hofer B	Commander E&PS	Commander Alice Springs
Holmes B M	Auxiliary CH & W	Auxiliary Instructional Unit
Horwood D	Constable	Constable 1/C
Jamieson A	Constable 1/C	Senior Constable
Jamieson R A	Senior Constable	Sergeant
Joran R	ACPO	ACPO 1/C
Joyce N A	Constable	Constable 1/C
Kidney A P	Constable 1/C	Senior Constable
Kidney R P	Constable	Constable 1/C
Kronk N R	Constable 1/C	Senior Constable
Lamb G J	Constable	Constable 1/C
Leafe G D	Constable 1/C	Senior Constable
Lean C S	Constable 1/C	Senior Constable
Legg K L	Sergeant	Senior Sergeant
Lucas K M	Auxiliary 1/C	Senior Auxiliary
MacLeod T L	Constable 1/C	Senior Constable
Malogorski M A	Senior Constable	Sergeant
Martin S J	Sergeant	Senior Sergeant
Mathison J P	Senior Constable	Sergeant
McCartney B	Constable	Constable 1/C
McCartney C L	Constable	Constable 1/C
McGill R W	Constable	Constable 1/C
McKinlay M J	Constable 1/C	Senior Constable
McPherson C J	Senior Constable	Sergeant
McWatt J M	Constable 1/C	Senior Constable
Mitson J N K	Constable 1/C	Senior Constable
Nicholas S-A	Senior Constable	Sergeant
O'Brien R L	Constable	Senior Constable
O'Hara B T	Senior Constable 1/C	Sergeant
Overall D R	Constable 1/C	Senior Constable
Pemberton K D	Senior Constable	Sergeant
Pethick K L	Sergeant	Senior Sergeant
Powell N J	Constable 1/C	Senior Constable
Rideout A C	Constable	Constable 1/C
Rogers W	Constable	Constable 1/C
Ruzsicka P A	Constable PI	Constable Counter Terrorism UA
Sharkey K-M	Auxiliary Communications	Auxiliary Alice Springs
Shean D M	Senior Constable	Sergeant

Smith G J	Senior Sergeant Alice Springs	Senior Sergeant GD Darwin
Soligo M P	Constable 1/C	Senior Constable
Tennosaar S-K	Senior Constable	Sergeant
Toneguzzo R M	Constable	Constable 1/C
Toohey J G	Constable 1/C	Senior Constable
Van Oosten A	Constable	Constable 1/C
Vanderlaan K	Commander Darwin	Commander E&PS
Williams B J	Senior Constable	Sergeant

PROMOTIONS (CONFIRMATION)

Name	From	To
Blake J	Senior Constable	Sergeant
Day K R	Senior Constable	Sergeant
Fuller T J	Senior Sergeant	Superintendent
Gerschwitz G J	Senior Constable	Sergeant
Ginnane J P	Sergeant	Senior Sergeant
Kennon P S	Sergeant	Senior Sergeant
Kennon S M	Senior Constable	Sergeant
Malley P E	Sergeant	Senior Sergeant
Malogorski M A	Senior Constable	Sergeant
McPherson C J	Senior Constable	Sergeant
Nash S A	Senior Constable	Sergeant
Nicholas S-A	Senior Constable	Sergeant
O'Hara B T	Senior Constable	Sergeant
Passmore M A	Sergeant	Senior Sergeant
Pemberton K D	Senior Constable	Sergeant
Pethick K L	Sergeant	Senior Sergeant
Shean D M	Senior Constable	Sergeant
Tennosaar S-K	Senior Constable	Sergeant

CONFIRMATION OF APPOINTMENTS (CONSTABLE)

Aland J P	07 November 2007
Bradbury P J	03 December 2007
Brauns D T	07 November 2007
Brotherton G J	07 November 2007
Chapman P N	07 November 2007
Del Nido R M	07 November 2007
Donovan J P	07 November 2007
Evans J	07 November 2007
Ferguson S A	07 November 2007
Gardiner T A	07 November 2007
Grigg J V	07 November 2007
Hatton T I	07 November 2007
Hawke L R	07 November 2007
Hollingsworth S M	07 November 2007
Hough A P	07 November 2007
Jolley A P	07 November 2007
Lawson P T	07 November 2007
McConnell I J	07 November 2007
Nash D L	28 April 2007
O'Brien R L	03 November 2007
Paolucci P A	03 December 2007
Sanderson B J	07 November 2007
Walling T	07 November 2007
Ward T	07 November 2007

TRANSFERS

Name	From	To
Aland J P	Sergeant GD Darwin	Constable Borroloola

TRANSFERS (CONTINUED)

Name	From	To
Allitt V N J	Constable GD Darwin	Constable DPVPU Casuarina
Barrett C S	Sergeant Strategic Services	Sergeant Instructional Unit
Bayley C M	Constable GD Darwin	Sergeant Tennant Creek
Beecham A R	Constable GD Darwin	Constable Strategic Services
Blackwell O M	Sergeant Territory	Sergeant UI Communications
Bryant A M	Constable Alyangula	Constable GD Darwin
Burnell B-J	Const Crime Scene Examination A/S	Const Crime Scene Examination Forensic
Canning S L	Constable Alice Springs	Constable GD Darwin
Ciolka J G	Constable Alice Springs	Constable Southern Traffic Operations
Clancy J F	Constable GD Darwin	Constable Field Intelligence TID
Cook A P	Constable DVPU Alice Springs	Constable Nguui
Curtis F	Re-appointee	ACPO Alice Springs
Davis A N	Constable Alice Springs	Constable Regional Investigations
Dudson A J	Constable Katherine	Constable GD Darwin
Dunne A P	Constable GD Darwin	Constable Mataranka
Fairgrieve C J	Constable GD Darwin	Constable SBPU
Fermin E	Auxiliary Criminal History & Warrants	Auxiliary Forensic Exhibit Officer
Fischer C F	Constable Timber Creek	Constable Property Unit
Fleming M A	Constable Alice Springs	Constable Harts Range
Foley J M	Palmerston and Rural	Superintendent Casuarina
Ganley C D	Constable Kintore	Senior Constable 1/C Maranboy
Garland C D	Sergeant GD Darwin	Sergeant Command Training Officer Darwin
Gerschwitz G J	Sergeant GD Darwin	Sergeant Strategic Services
Grant N B	Constable HR	Sergeant HR
Green D R	Sergeant E&PS Command	Senior Sergeant OIC OIS TID
Hamlyn D P G	Constable DPVU	Constable Palmerston IU
Hanley S D	ACPO Darwin	ACPO Alice Springs
Hollamby M W	Superintendent	Superintendent Palmerston and Rural
Hollingsworth S M	Constable Alice Springs	Constable Regional Investigations
Howie T D	Constable Tennant Creek	Constable Alice Springs
Hughes E P	Re-appointee	Constable GD Darwin
James M B	Constable Marine & Fisheries	Constable PI
Jamieson R O	Constable Alice Springs	Sergeant Territory Communications Unit
Jones D J	Superintendent, Relief, Commissioners Office	Superintendent PI
Kime M A	Senior Constable 1/C	Constable GD Darwin
Legg K L	Sergeant E&PS Command	Senior Sergeant Strategic Services
Lovett J K	Constable Alice Springs	Constable DPVPU
Malogorski M A	Constable DES	Sergeant OIC Yuendumu
Martin E	ACPO Maranboy	ACPO Gunbalunya
Martin K-A	Auxiliary UI	Auxiliary Front Counter Darwin
Martin S J	Sergeant GD Darwin	Senior Sergeant Watch Commander Darwin
Mathison J P	Constable Tennant Creek	Sergeant Investigations Tennant Creek
McCartney C L	Constable Alice Springs	Constable Mounted Police Unit
McCrea A G	Constable Tennant Creek IU	Constable DES
McIntyre L R	Constable Alice Springs	Constable DPVPU
Meng G N	Constable GD Darwin	Constable Field Intelligence TID
Mitson J N K	Constable OIS TID	Constable HSM Unit
Murphy R M	Sergeant Summary Prosecutions	Sergeant Summary Prosecutions UA
Nevell C	Constable GD Darwin	Constable DPVPU Casuarina
Nicholas S-A	Constable Alice Springs	Sergeant Alice Springs Criminal Justice Unit
O'Hara B T	Senior Constable GD Darwin	Sergeant Tennant Creek
Peters J S	Constable Borroloola	Constable UI

Pethick K L	Sergeant Strategic Services	Senior Sergeant Strategic Services
Proctor D	Superintendent CSS	Superintendent Counter Terrorism
Rourke J L	Constable GD Darwin	Senior Constable 1/C Field Intelligence TID
Russell J R	ACPO Alyangula	ACPO Katherine
Sanderson M D	Constable Avon Downs	Constable Borroloola
Schremmer J J	Constable Yuendumu	Constable GD Darwin
Simpson D S	Constable GD Darwin	Constable PI
Sodoli M	Constable GD Darwin	Constable PI
Stephens T A J	Constable GD Darwin	Constable Major Crime Division
Szeremenda N C	ACPO Tennant Creek	ACPO Katherine
Tennoosaar S-K	Constable Alice Springs	Sergeant Alice Springs
Tipper J-A	Auxiliary Territory Communications	Auxiliary Criminal History & Warrants Section
Valladares K J	Auxiliary Youth Diversion Section	Auxiliary UI
Ward M N	Constable Casuarina IU	Constable DES
Williams B J	Constable GD Darwin	Sergeant OIS TID
Williams P S	Auxiliary Front Counter Unit	Auxiliary Criminal History & Warrants
Willmington P M	Constable Wadeye	Constable GD Darwin
Wilson T S	Senior constable 1/C CSD	Constable Criminal History & Warrants

RETIREMENTS

Name	Rank	Date of Resignation
Berry N J	Sergeant	28 November 2007
Carter G R	Sergeant	18 January 2008
Curtis R J	Senior ACPO	28 December 2007
McIntyre C A	Sergeant	23 November 2007

RESIGNATIONS

Name	Rank	Date of Resignation
Campbell R M	ACO	19 October 2007
Coffey M A	Commander	11 January 2008
Corcoran S D	Constable	09 January 2008
Corey D S	Senior Constable	09 January 2008
Croser S A	Constable 1/C	07 December 2007
Gallo C	Constable	26 November 2007
Gokel N J	Sergeant	28 July 2007
Gunderson K G	Senior Constable	18 January 2008
Hardes M S	Trainee Constable	31 October 2007
Kennedy J L	Constable	21 January 2008
Kent N M	ACPO	09 November 2007
Main G B	Auxiliary	30 September 2007
Marinov I	Senior Constable	12 January 2008
McMahon B W	Constable	30 November 2007
Monk N R	Senior Constable	29 October 2007
Moseley T J	Senior Sergeant	03 November 2007
Norris S P	Senior Constable	01 October 2007
O'Callaghan P D	Brevet Sergeant	06 November 2007
Paragreen K-A	Constable 1/C	04 November 2007
Playford J R	Auxiliary	29 December 2007
Shead D T	Constable	21 January 2008
Stafford T J	Senior Auxiliary	09 January 2008
Truscott C M	Auxiliary	14 November 2007
Wagstaffe B S	Trainee Constable	04 October 2007
Williams S M	Auxiliary	03 November 2007
Wilson N D	Constable	16 November 2007
Wolfe G A	Auxiliary	06 December 2007

DEMOTIONS

Name	From	To
Sullivan G J	Senior Sergeant	Sergeant