Annual Conference
Your Association – 75 years strong

Housing agreement – planning for the future

Remembering Glen Huitson

Also this month:
Use your salary wisely

Pick the car you want... It’s your choice!

With two power plant options delivering 147kW and 470Nm of torque through a 3.2 litre, 5-cylinder diesel engine, or, 110kW and 375Nm from the 2.2 litre 4-cylinder diesel, the Ranger is available in a range to suit most budgets.

Fuel economy of the two variants in a dual cab 4x4 configuration is around 8.9 and 9.2 litres per 100km for the manual and auto 3.2 litre, while the 2.2 litre is not much different at 8.1 and 9.4 litres per 100km. All models are fed from an 80-litre capacity tank.

The bottom line in these fuel consumption figures being that if you are looking for an auto, go for the 3.2-litre engine.

And putting recommended retail pricing aside, shopping around will yield the superior 5-cylinder for a relatively small premium, one that will be easily recouped when it comes to resale in any case.

While the 6-speed manual is logically gated and paired to an appropriately weighted clutch, the 6-speed auto option is super smooth but will add around $2500 to the bottom line of a quote.

Gone are the days that serious 4-wheel driving, only the BT50 which shares DNA with the Ranger. For serious 4-wheel driving, only the Automatic XLS, XLT and Wildtrak models depart from the easy-to-match Australian conditions shines through, setting it aside from the Mazda BT50 which shares DNA with the Ranger.

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The NT Police Association is proudly supported by:
I welcome you, our NT Police delegates and our Annual Conference. I ask you pause for recently deceased Bishop Ted Collins who will be buried in this afternoon. As a former Victorian Police Officer, Bishop Ted had a close connection with the police family and was a great support when we lost Sergeant Glen Huitson 15 years ago.

I would like to take this opportunity to again welcome the Chief Minister and Police Minister to our annual conference. My address to annual conference is often viewed as a report card - and like all report cards, mine at least from memory, it comes with the good and the bad.

Our Association and our members have a professional and personal interest in promoting positive law enforcement measures which improve community safety. Due to the nature of Territory policing, we collectively, maintain a professional and personal interest in breaking the cycle of disadvantage in Aboriginal communities. We also have an underlying mission to improve the working lives of our members - professional police officers.

Our Association shares these areas of common interest with the community, government, and police management.

It is for this reason that at last year’s conference I indicated our support of the decision by the Chief Minister and Government not to proceed with the redevelopment of the Nightcliff Police Station, a policy we still support, and the decision not to proceed with a call centre in Alice Springs.

We supported the introduction of the one punch legislation, mandatory penalties for certain classes of assaults, and have supported some elements of the government’s approach to managing difficult issues surrounding the misuse of alcohol in the Northern Territory.

At last year’s conference I welcomed the initial access our elected representatives had to the Chief Minister following his appointment to the position. My hope is that over the next 12 months we improve our level of access to the Chief Minister and government to build a stronger working relationship. Our Association represents over 1450 professional Police Officers who work at the coal face. This allows us to offer a unique rank and file perspective on issues of concern to government. We do not, however, reside from expressing views that are different to or at odds with government policy.

Alcohol policy is one of the areas where at times there is a perception of a wide gap between our Association and government. The overwhelming majority of our operational work is driven by the misuse of alcohol. It is my view that the contributions we have made publicly in this area including those to a recent federal parliamentary enquiry into misuse of alcohol in Aboriginal communities were both positive and constructive. As delegates are aware the misuse of alcohol drives crime and anti-social behaviour across the Territory. Our watch houses are full of people who are drunk and our goals full of people who were drunk when arrested.

The raw statistics on drunken police in custody accepted by the Coroner during the 2012 enquiry into the tragic death of Mt Bruce in the Alice Springs watch house make it overwhelmingly clear that our members are at the front line of this at times overwhelming community and social problem.

We do not claim to have all the answers to the curse alcohol plays in the lives of so many Territory people. We have a common interest in resolving alcohol related issues which drain the Territory budget and detract from our rewarding life style.

It is our view that government, of any political persuasion, will make better policy decisions, by listening to all viewpoints on each issue - in our case the well-informed voice of operational police on the front line.
Moving on down the negative side of the report card ledger or again in my case that comment ‘poor result can do better’ I do believe a responsible organisation representing operational Police Officers could support any government, re-introduce speed limits on a trial or permanent basis. Dealing with the carnage on our roads is one of the most personally and professionally damaging elements of police work for our members – how could we possibly support such a measure? As I indicated earlier our underlying mission is to protect the interests of our members and that means at times we will speak out against government and management policy. It is perhaps ironic that our position on a small number of issues is interpreted by some in management, and perhaps government, as being aggressive towards government and management. Our goal is to achieve good outcomes for our members and that means at times we will speak out against government and management policy. It is my view that there are three other key areas where we maintain significant differences with the Commissioner of Police and Government. These areas will also form part of our ongoing strategic focus.

The move to new office premises has also allowed the Executive to review our staff structure and we are considering new positions in the areas of member communication and administrative support.

The theme of this year’s conference is 75 Years Strong... Building Your Association for the Future. This theme recognises that 2014 marks the 75th anniversary of the establishment of our Association by a group of courageous Police Officers in November 1939. We will mark this anniversary in November in conjunction with the Police Federation of Australia Annual Council meeting here in Darwin.

Underlying our 75th year is our continued efforts to build our Association both in a physical and strategic sense. It is perhaps fitting that next week we will commence our move into our new office premises in The Avenue. We envisage this will be our home for the next 20 years. It is with a sense of sadness and a touch of nostalgia that we leave Foelsche Street after 24 years!

I wish to take this opportunity to formally confirm that I will not be contesting the position of President in 2015. Of course this also means that I will be standing down as President of the Police Federation of Australia in November this year. One of the strengths of our Association has been and is in the Executive – current and previous – and I thank each executive member for their leadership and support during my time as President.

I will now turn briefly to some internal matters.

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The Pressure Cooker

Northern Command

The pressure continues to mount on members within the Northern Command, and in particular Katherine station. Staffing levels appear prone to be at their most critical levels in recent memory. Pressure on Katherine station to relieve the remote stations within their Command has resulted in Katherine General Duties (GD) members constantly being rostered understrength. This, coupled with the added pressure to work regular overtime, has created a pressure cooker environment in many ways than one. So why is it so bad?

As soon as I asked the question why, I heard many of you say, “because they took the bloody 12 hour roster away!” While I don’t necessarily disagree that the change in roster while low on real troops on the ground has contributed to this situation, there are other factors that have contributed to this situation. The same can be said for the TCS which I will discuss further on in this article.

As I have stated, the move away from the 12 hour roster in Katherine immediately added pressure to staffing requirements with the need for an additional patrol group, from 4 to 5. This came at a time when significant vacancies already existed within the Command, including ACPO’s and remote stations. The resultant strain on resources from social order to resource the additional patrol group has left the Katherine Social Order Unit non-existent to a large degree, a situation that still exists today.

So what else is the problem, why don’t members want to relieve on remote Northern Command? The development of the Remote Policing Model (RPM), most would agree, did not have the immediate significant impact expected, especially in Northern Command. With members to be based from Alice Springs and Katherine, and with the additional benefit of full travel allowance (TA) for 90 days and 6 week FOILs, the model continues to struggle understrength. This, coupled with the added pressure to work remote stations within their Command has resulted in Katherine GD’s members in recent memory.

Secondly, it appears the additional benefits of participating in the Northern Command (NC) and the Territory Communications Section (TCS). So why are these areas bleeding and what are the resultant strain on resources from social order to resource the GD’s members in Katherine? You won’t regret it and the benefits are well worth your while. I further urge management to continue to recognise the efforts of those members, particular on the front line in Katherine, who are working hard, regularly on double shifts, and under considerable strain. The good nature of these members is that they don’t want to let their mates down, so by enlarge one of the key reasons the station still operates to the capacity it does. Also worth noting, however, is the situation that exists which will only last so long before blowing its lid, and the health and wellbeing of members in that environment needs to be monitored closely the department, supervisors and colleagues.

Territory Communications Section (TCS)

Another pressure cooker on the go at the moment is the TCS. I asked one member recently how the TCS was going and the response was, “are you talking about TCS – Territory Crisis Section”. Unfortunately, although Project Polaris will ultimately deliver an upgrade to the Joint Emergency Services Communications Centre (JESCC), staffing of the dispatch area remains an ongoing major concern for your Association and those working within.

Disappointingly, and despite your Associations vocal concerns regarding Auxiliary recruiting for TCS, this continues to be an ongoing problem. Some twelve months ago, concerns were raised by your Association that despite the idea of a trial of civilian call takers for JESCC, the need to continue to recruit for sworn positions within dispatch was critical. Despite these concerns, no specific recruiting has been undertaken for sworn members within Northern Command.

Firstly, housing in Katherine was always going to be an issue, it is a restricted market with slow growth rate on suitable dwellings. Secondly, it appears the additional benefits of participating in the RPM have not been enough to consider relocating your family remotely, and is in a position to relieve for a period of time, to consider helping out your colleagues in Northern Command and take some of the pressure off the hard working and suffering GD’s members in Katherine. You won’t regret it and the benefits are well worth your while. I further urge management to continue to resource the efforts of those members, particular on the front line in Katherine, who are working hard, regularly on double shifts, and under considerable strain. The good nature of these members is that they don’t want to let their mates down, so by enlarge one of the key reasons the station still operates to the capacity it does. Also worth noting, however, is the situation that exists which will only last so long before blowing its lid, and the health and wellbeing of members in that environment needs to be monitored closely the department, supervisors and colleagues.

TCS has simply been overwhelmed during times of high bush fire season. The stress levels experienced by members in this area are at unacceptable levels. I was recently informed of a member working 19 hour’s straight (double shift). This is ludicrous and raises the hypothesis considering a major reason put forward by management for the change from 12 hour shifts was WH&S surrounding working excessive hours impacting on fatigue.

It could well be argued that the lid has already blown on these two areas who are regularly working understrength. The members simply want the resources to do the job, nothing more, nothing less. “Bums on seats”, technical in know, but it is the only solution.

Around the Grounds

Northern Command

Thank you to all members who attended our Housing Working Party information sessions held in the major stations. Furthermore, thank you to those who took the time out to complete our online survey regarding this very important issue.

I am still amazed at the apathy displayed by some members who failed to attend a session, or read the Fact Sheets located on our website www.ntpa.com.au. Remember, if you are required to vote in a ballot regarding Housing, you need to be as informed as possible.

I urge you to become involved, ask questions of your local delegate or Executive member and attend meetings in your region to ensure you don’t become misinformed or misled by the police grapevine.

If you hear something in the workplace and want clarification, please call me on 0418330688. I will provide you with the facts.

Delegate Training

A Delegate Training day was recently held where OIC of Batchelor, Dave Taylor, and Auxiliary Emma Harper, completed a full day on the roles and responsibilities of being a regional branch delegate.

A reminder to those delegates yet to complete the training or for those who would like to become a delegate, a further session will be held in the near future. Keep an eye out on the TNS for upcoming dates.

WRAP UP

Finally, as you will be aware, we have now moved office and are now located in “The Avenue” at 12 Saloona Street, Fysh. Fysh parking is available directly behind the coffee shop and access is via the main entrance on the ground level, then take the second floor.

I look forward to seeing as many of you as possible in the coming months and as usual, please don’t hesitate to call me on 0418330688 for any enquiries.

This is an edited version of Rob Perry’s report to the NTPA’s Annual conference held in August 2014.

Delegates will be aware the DPFF has now been disbanded. The JESCC civilisation is an ongoing project which we continue to be involved in and are monitoring and assessing. OurFiled Officer, Paul McCue, has been our representative in this process.

There have been two matters of significance that have been funded under the Legal Assistance Scheme in the past 12 months. The first was a defence of a criminal matter for which the assistance of counsel from NSW were provided in the successful representation of one of our members was charged with perverting the course of justice in circumstances where he was undertaking his duties in good faith, if not, it is their view under the current legislation The Legal Assistance Committee was unanimous in their decision that the matter was one to which the Legal Assistance Scheme applied.

The second matter was an unfair dismissal claim in which a probationary constable was dismissed for purported serious misconduct outside of the 6 month jurisdictional limit under the Fair Work Act.

The member facing the Supreme Court criminal complaint was successful in his defence, although as mentioned above, our request for reimbursement of our costs under the Legal Assistance MoU was met with a flat refusal.

The second and more expensive matter in terms of legal funding was the unfair dismissal case which on advice of experienced counsel from NSW we considered to be a case that was in the broader interest of our membership to pursue. Unfortunately, we were ultimately unsuccessful in that matter based solely on an unincorporated organisation that member providing his evidence, which ultimately led the hearing Commissioner to reject his evidence and the case was closed. The decision of the Commissioner that said, I believe the matter turned out to be a central point in highlighting the need for a clear amendment to the Police Administration Act to ensure the Fair Work Commission has no jurisdiction in the future and the Police Constables past the six month mark in their careers come under the appeal provisions of the PAA going forward (this has been picked up in the draft report of the review of the PAA).

These two matters are somewhat unique or at least are a rarity in the short to mid-term history of the Legal Assistance Scheme and whilst expenditure was at the high end of historic spending, I believe both matters warranted the assistance of our Association and we obtained outcomes that were beneficial to our membership in longer term.

Finally, I would like to take this opportunity to publicly thank Vince Kelly for his support of me in his time as President and my time as his MP. I wish to note that we have been working together for more than nine years – this being my 7th year as an employee and prior to that as a lawyer at Ward Keller Lawyers. Our relationship developed with members disciplinary and workers compensation matters.

Vince has been a terrific mentor to me in my development in the office at the NTPA and I count him as a very good friend. Whatever we all move on eventually, I will be sad to see Vince leave and I wish him the very best of luck in his future endeavours, although I know he needs no luck to ensure the success he deserves and seeks.

I look forward with anticipation to working closely with Whomever is to be the new President of this proud Association.

Rob Perry
Industrial & Legal Officer

The past 12 months has seen the planning, negotiation and implementation of the Northern Territory Police Consent Agreement 2014 (the Agreement).

Our Association, and in particular the President, Industrial Committee and negotiating team, has worked tirelessly over this period to ensure we were aware of what issues were of most importance to our membership and that we were properly prepared for the negotiation of this latest Agreement.

The thoroughness of the research and background work undertaken by NTPOL in the past 12 months has seen the negotiating team of Col Goodsell, Owen Blackwell, Alex Brennan, Paul McCue and I were in the best possible position to state our case and argue for the best outcomes in terms of increases in salary and improvement in terms and conditions of employment that we could achieve.

Negotiations were at times very difficult and the outcomes could have been very different but for the preparations undertaken. Member surveys in particular are very important and we will continue to pursue this practice to ensure we are representing the interests and concerns of our members.

I wish to place on record my personal thanks to each of my fellow negotiators for their tireless work in what were at times tense and difficult negotiating conditions. I also acknowledge the work of Assistant Commissioner Payne, HRM Director Laura Dawson, Deputy Director Leanne Huls, OCEP lead negotiator Brian Mappas and fellow OCEP representative Shane Klein in negotiating the reasons for the industrial agreement in somewhat difficult economic times.

Special mention must also be made of President Vince Kelly’s “behind the scenes” efforts through continuous contact with Ministers of government and the new Assistant Commissioner for Public Employment in ensuring negotiations remained relevant to the real issues confronting the negotiating teams.

Turning to other matters, delegates will recall that last year I reported an air of optimism that was so prevalent in the previous round of negotiations and that this air of optimism was also reflected in the work of the TRG and other areas traditionally provided with that assistance and the lack of consultation that had been apparent from the start was proposed in change in member entitlements.

The outcomes in both of those matters were beneficial to our members, with the Department making a written commitment to the on-going maintenance and upkeep of regional and remote housing and having Elliot and Pirlangimpi put on the upgrade/replacement register.

The running shoes dispute was as much about consultation as it was about the loss of the entitlement. It was pleasing that at the conclusion, initially after the initial directions hearing had been convened and was being held – the Commissioner’s representative had violently and intentionally put to the matter and it was eventually resolved to the satisfaction of both parties without any further complaint raised.

The past 12 months has also seen our making two further applications to the PAT over matters relating to a higher duties claim that had been rejected by Police management and a dispute over the interpretation of clause 52.12 of the Police Arbitral Determination No 1 of 2011 (the Determination) relating to the calculation of pro-rata long service leave for a member receiving medical treatment in health grounds who had both Police service and other qualifying service.

In both these matters, negotiations took a long time. Each had drafts and redrafts and filed submissions in favour of the applications. The HDA matter was settled by a recommended settlement by the Hearing Commissioner. In the other matter, the parties met out of session and conciliated the matter in favour of our interpretation of the Determination.

It is pleasing that some matters can still be resolved through negotiation, notwithstanding that we are often unable to be engaged by Police management after formal action has been commenced in the PAA.

Delegates will be aware the DPFF has now been disbanded. The JESCC civilisation is an ongoing project which we continue to be involved in and are monitoring and assessing. Our Filed Officer, Paul McCue, has been our representative in this process.

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The thoroughness of the research and background work undertaken by NT POLICE NEWS
Motor neurone disease (MND) is a progressive, terminal neurological disease also called Amyotrophic Lateral Sclerosis (ALS) and Lou Gehrig’s disease. MND is a rapidly progressing, where nerve cells (motor neurones) that control the voluntary muscles of the body, limbs, neck, back, speech, swallowing and breathing begin to waste and die.

People with MND progressively lose the use of their limbs and ability to speak, swallow and breathe, whilst their mind and senses usually remain intact.

Symptoms of MND?
- Early symptoms may include:
  - Stumbling and clumsiness.
  - Difficulty holding objects.
  - Slurring of speech.
  - Difficulties in swallowing.
  - Cramps and muscle twitching.

As the disease progresses symptoms may include:
- Breathing difficulties.
- Fatigue.
- Insomnia.
- Muscle wasting, weight loss.
- Changes in cognition, language, behaviour and personality.
- Fronto-temporal cognitive changes (a type of dementia).
- Excessive laughing or crying.
- Some pain or discomfort.

Causes of MND
Sadly the causes of MND are still unknown, which has prompted the campaign of the Ice Bucket Challenge. However it is important to seek diagnosis from your doctor and referred neurologist as symptoms of MND often mimic other conditions.

Treatment of MND
MND is still incurable, but there are treatment options which may increase quality of life by managing symptoms and prolonging life.

Treatment options may include:
- The drug riluzole – available on the Pharmaceutical Benefits Scheme for certain types of MND.
- A multidisciplinary health care team including: a doctor, allied health professionals (speech pathologist, occupational therapist, dietitians, social workers and support networks), local palliative and community care workers.

Where to get help
- Your doctor.
- Specialist neurologist.
- Motor Neurone Disease Association of Australia.
- Department of Human Services, Disability.
- Disability, Sickness and Carers line, Centrelink.

Unless you have been hiding under a rock, you may have seen an international social media craze where willing participants (including celebrities, sporting personalities and politicians) are throwing ice water over themselves. But it’s all for a good cause; to promote awareness and raise money for MND research.
The opening of the Association’s Annual Conference was the forum President Vince Kelly chose to announce his retirement from the position he has held for 14 years. Vince announced he will not recontest the position when his current term expires in May next year.

He also gave the government and the NT Police his annual report card and like all report cards the results were mixed. The President’s address to the Annual Conference is published on pages 7-9.

Following Vince’s address special guests at the conference took the opportunity to thank Vince for his efforts over the past 14 years, improving the rights, entitlements and conditions of police across the Territory. They also outlined their stance on enforcement issues and, in some cases, defended their actions.

Chief Minister Adam Giles personally thanked Vince for his stewardship of the Association on its 75 years representing the men and women of the NT Police. “Much has been said and much has been written about the Legal MoU. In my view it is a sound document and as relevant today as it was when developed in 2008. I do not apply my personal ideology when considering requests for legal assistance.”

He said there had never been a request for a review of decisions made. “As was later explained to delegates that a review was meaningless as any review panel was simply advisory in nature and the Commissioner retains the right to ignore any recommendation that may be made.”

On the subject of the welfare of members, Mr McRoberts said the Association and the force are well on the way to identify a peer support program that will ensure the welfare of members is at the forefront. “Again as was explained to delegates our Association and the Commissioner remain at odds over the Chaplaincy and lack of sworn Welfare Officers.”

Looking to the future Mr McRoberts said while we may not always agree but we don’t need to be adversaries.

Another area where Mr Giles admitted the government and the association had to agree to disagree was on the electoral promise to increase police numbers. “It is not just as simple as recruiting extra police,” he said. “The agreement we have with the Department of Immigration and Border Protection has a direct impact on the recruitment of a further 94 police. I am working with the Commissioner on the finalisation of the further 128 police.”

On the contentious issue of welfare and legal matters Mr Giles said the government gives the commissioner discretion on how he spends his budget. “It is a matter of good government to listen to his advice.”

Shadow police minister, Michael Gunner, referring to Vince Kelly’s weight loss, said “he may look like a winger but he still argues like a front rower with a very loud voice.”

Talking about the change in laws relating to the misuse of alcohol, Mr Gunner accused the government of increasing the workload for police with initiatives like the alcohol protection orders and temporary beats. “We had a permanent solution but now they are expensive and unsustainable and take police away from their ordinary duties. The problem is they are temporary. We need a solution that is there every day.”

He also criticised the government’s decision to scrap their election promise and not hire the extra police officers increasing the work load of police on the front line. “We were shocked to see the cuts from the police budget. You are being asked to do the same work you did last year with less resourcing. That makes it tough, but we know you will. You are used to doing a tough job.”

The final speaker at the official opening of the Annual Conference was Commissioner McRoberts who congratulated the Association on its 75 years representing the men and women of the NT Police. “Much has been said and much has been written about the Legal MoU. In my view it is a sound document and as relevant today as it was when developed in 2008. I do not apply my personal ideology when considering requests for legal assistance.”

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The Association’s Annual Conference

75 YEARS STRONG

Building your Association for the future

2014 marks the 75th anniversary of the establishment of the Northern Territory Police Association. This year’s annual conference was held under the maxim of building your Association for the future. The Delegates and Executive members came from around the Territory to Darwin for the conference held at Skycity Casino on 18 and 19 August this year. They held robust discussions on a number of significant topics.

On Sunday, prior to the conference proper, our regional delegates and Executive members participated in a Strategic Planning workshop. During the conference’s two and a half days, regional delegates and Executive members considered and endorsed the strategic approach to a number of critical issues including:

HOUSING ENTITLEMENTS
Delegates voted to “maintain the best possible housing benefit for all eligible members in the long term”. A report of issues is published on page 22 & 23.

COMMUNICATIONS PLATFORM & SPONSORSHIP
Our Association continues to develop our communications platform with the website recently being updated and an eNews being developed. Check out the website www.ntpa.com.au

STAFFING
The Association has finalised a legal services agreement with leading legal firm Tindal Cask Bentley. An article outlining the benefits of this agreement to you and how you can access the legal services is published on page 0.

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STAFFING
Delegates endorsed the Executive’s current project, looking to expand our staffing levels to improve our communication with members and office administrative processes.

EXECUTIVE, REGIONAL DELEGATE & STAFF TRAINING
The Association continues to make a significant effort to deliver training for Executive members, regional delegates and members, and staff. This training is undertaken to ensure all elected officials and staff have the skills to serve members in a professional and diligent manner and to ensure your Association continues to be well managed.

The recent regional delegate training has been well received, however, suggestions were made to include follow up support and a work place project. The Field Officer Paul McCue has been tasked to undertake this work and has commenced this process.

NTPF WELFARE SUPPORT SERVICES
Wide ranging discussions were held considering the adequacy of the welfare support services provided by the NT Police through Employee Support Services (ESS). Delegates highlighted the fact that many of the ESS are underutilised by members who may not be aware of what is available.

Our Association will provide an opportunity for ESS to provide articles and links for our magazine and website to let members know what services are available. This process has been initiated by the President.

However, it was agreed that the lack of a properly resourced peer support program, a separate and properly resourced chaplaincy, and sworn welfare officers was a critical gap for NT Police - a gap which the Commissioner and senior management continue to refuse to acknowledge.

It was determined that our Association should not attempt to fill this gap through the direct employment of a Welfare Officer. It is evident that our current efforts to bring about acknowledgment of any gaps in member welfare are failing. On that basis it was determined we should seek an independent review of NT Police Welfare Services.

MEMBER ENGAGEMENT
A variety of suggestions on how to best engage members were considered at the 2014 Strategic Workshop.

A number of these are being progressed, particularly post-regional training support and ongoing face-to-face visits by members of the Association administration. A process will be introduced for Executive members to report on their interaction with delegates and members in their region at the monthly Executive meetings. This will encourage improved contact with members.

A number of other initiatives are also being considered such as a Guide to Members’ Salary and Entitlements and NTPA Organisational Fact Sheets.

NTPA PRIVACY POLICY
The Annual Conference adopted a NTPA Privacy Policy in line with the Australian Privacy Principles that are set out in the Commonwealth Privacy Act (1988). This requires registered organisations under the Fair Work Act to have a privacy policy in place that meets the requirements of the Australian Privacy Principles.

We encourage members to support our sponsors. They offer special deals for members of the NTPA, giving you extra value for your membership subscriptions.

Onboard Australian Financial Advisors’, Fleet Network; and Police Credit Union;

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NTPA MEDIA POLICY AND SOCIAL MEDIA POLICY
One of our guest presenters at this year’s conference was Professor Andrew Goldsmith, Strategic Professor of Criminology and Director of the Centre for Crime Policy and Research at Flinders Law School. Professor Goldsmith gave a fascinating presentation on the benefits and pitfalls of Social Media.

He warned of the dangers of how what seems like a lighthearted or humorous ‘post’ could, at some time in the future, be seen in a completely different light and be a risk to your reputation.

The delegates subsequently endorsed NTPA policies to provide guidance for members in these areas of media and social media when undertaking business on behalf of our Association.

These policies and the NTPA Privacy Policy can be accessed by financial members on our website.

REVIEW OF WELFARE ASSISTANCE SCHEME
The annual conference considered an Executive Review of the NTPA Welfare Assistance Scheme. A new Member Welfare and Financial Assistance Scheme was endorsed by the conference.

Details of the scheme can be accessed by financial members on our website.

STRATEGIC PLAN 2015 - 2018
All material and suggestions from the conference will be used to assist in the development of a Strategic Plan 2015 – 2018 living up to the conference’s byword – 75 years strong – building your Association for the future.

Kathie Griffin, Jeanette Gurnie, Kylie Proctor, Nick Byrne and Jason Dingle at the conference opening.
The Association’s Annual Conference

WHAT’S HAPPENING AROUND THE TERRITORY?

The issues faced by police across the Territory are as diverse as the areas we police. Delegates share their experiences with their colleagues at the Annual Conference. These are some of the issues raised.

The ACPOs are proud of the fact that everyone one of them is a financial member of the NTA. They are frustrated by the fact that there has been no developmental training for ACPOs since 2010 and while completing the telephonenline emergency driver vehicle driving training they are unable to complete the practical training. Another issue of importance is the lack of Return of Service after two years in remote locations. This has a flow on effect, with ACPOs being unwilling to apply for remote positions as they are not able to return after two years service.

Due to a number of factors the ACPOs are facing the fact that they are unable to fill the vacancies at this rank rarely advertised and a perceived lack of transparency around the transfer process.

One thing the Superintendents were pleased with has been the reintroduction of the Territory Duty Superintendant. It eliminates the previous ad hoc on call system and despite some initial hiccups it is generally working well.

For all regions the future of the housing agreement was an important issue.
The Association’s Annual Conference

What is the future of our housing agreement?

The importance of Police housing entitlements is widely acknowledged on all sides of the political divide. Everyone agrees that it plays an important part in the recruitment and retention of men and women to the Northern Territory Police Force.

But how does the NTPA protect these entitlements in an economic and political climate driven by the mantra of ‘austerity’?

Commissioner for Public Employment Craig Allen told conference delegates that the power of the Northern Territory Police Association is its membership and the high regard for police in the community.

“At the moment, with the current Royal Commission, unions are getting a bad rap in the media. One of the powers of the Police Association is the strength of your members. When you are dealing with a union that represents all of its members you know that when you do a deal the members are not going to howl it down. This gets better outcomes,” explained Craig Allen.

“While there is a decline in union membership your membership stands at more than 38 percent. Single focus unions are remaining strong.”

Over the past few years there has been a significant shift in the industrial relations landscape. Craig explained that in the past an agreement could deliver 4.5 percent, 4.5 percent, and the negotiators would lock it away for three years and everyone was happy.

“Those days are long gone and I believe the public sector has to be well paid. You commit you had to offer incentives. It was a long way to come. He has a personal experience of the importance of the free housing to men and women considering a career with the NT Police. Mr Henderson’s father-in-law, Tom Baker, was a member of the NT Police Force. He came to the Territory from New South Wales back in 1966. ‘He was working on the railways. To get his wife, Joy, to move away from family and friends was difficult. Part of the lure was the free housing’.

Unfortunately, within Treasury, free housing for police now is seen as an anachronism. No one else gets it and Paul Henderson warned that Treasury has Police housing in its sights and will be looking for a way to wind it back.

Giving an insight into the workings of government, Paul Henderson told delegates, ministers will be told that there is no new money. Any wage increases will need to be partially offset from savings within the department.

Of course it’s no joke when it comes to the topic of housing for Northern Territory Police.

The Association’s industrial committee is visiting stations to talk about possible changes in entitlements in the lead-up to a Housing Working Group set up by the Northern Territory Government.

“We know the government wants to find savings,” said Vince. “But what impact would this have on recruitment and retention, transfers to and from remote stations and willingness to serve in locations with poor or expensive housing?”

Housing: a precious entitlement

If you want to get police to a meeting, shout “free beer” or “housing entitlements”, joked Association President to packed meetings in September.

“The Territory relies heavily on interstate recruitment,” Vince said. “Police also face unique circumstances in that they are expected to serve anywhere, disrupt their families’ lives with transfers and may come back to places like Darwin to find themselves priced out of the market.”

The committee is exploring why members opt for free housing or allowances, especially in Darwin, and the implications of any change.

A key message from Vince is ‘don’t panic’. “Whatever the Working Group comes up with, it will have to go to a ballot,” he said.

For detailed background information, go to the Members Only page of the website or talk to members of the industrial committee and regional delegates.

The Association takes the discussion on the housing entitlement to the members around the Territory.

The Association’s Annual Conference

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Vince Kelly with his wife, Andrea and longtime friend Owen Blackwell

The Life Membership of this organisation is something I will treasure for the rest of my life. 

Vince Kelly APM

These special friends came with special stories that showed the deep affection that Vince holds for them. Vince also shared his gratitude for the loyalty and professionalism of the Association staff.

“If after 14 years in this position and almost 20 years on the Executive it really is time for someone else to have a go. You’ve got to be smart enough to know when it’s someone else’s time, said Vince.

He spoke of the brave men who began the Association in 1939 when policing probably wasn’t an occupation of choice, with long hours and terrible pay.

“I’m pleased to be able to serve for the past 14 years knowing that others before me have done the hard yards. “The Life Membership of this organisation is something I will treasure for the rest of my life.”

Owen explained that he was a young 19-year-old and Vince was a “world wise man from Charters Towers in Queensland when they met in Tennant Creek. Not only have they worked side-by-side in the workplace and at the Association they also played Rugby together. It is obviously a deep friendship.

“Vince’s stewardship of NTPA has built upon the already strong foundations which were the legacy from previous leaders and his peers. Under his stewardship the Association has become the most successful membership funded industrial organisation in the Northern Territory,” said Kylie.

Speaking about the Association Vince said that the real strength of the organisation is the fact there is nearly 100 per cent membership. He talked about the solidarity of the board and the robust discussions around the table.

The Association Executive congratulate Vince on his Life Membership

Delegates and Executive voted unanimously to bestow the honour. Vince was presented with his Life Membership plaque by his good friend and Association stalwart Owen Blackwell at the Annual Conference Dinner.

Dinner MC, Kylie Proctor, had the pleasure of introducing Vince and outlining his policing and union career. She said, “In recognition of his passionate devotion to the NTPA and its members for almost 20 years, the Conference bestowed the honour of life membership on our President, Vince Kelly.”

Vince Kelly began his career as a Northern Territory cop when he graduated with Squad 45 in January 1987. He joined the Association at the same time and took only four years to become an active member when he became a branch official in Katherine in 1991 and joined the Executive in 1995, taking his time on the board to just shy of 20 years. In May 1995 Vince was voted in as Senior Vice President and in 2001 he took on the role as President. In 2003 he was seconded on a full time basis to the Association. From 2001 Vince was also on the National Executive of the Police Federation of Australia and became its President in 2007. The PFA represents 57,000 police across Australia.

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“Vince has enhanced our standing by shining the spotlight on our Association with regular social commentary on alcohol harm within the community and the significant social disadvantage faced by indigenous Australians.”

It was an emotional night, with Owen Blackwell congratulating his old friend, while knowing the long working relationship that began when they were both young constables will be coming to an end.

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The Association welcomes three new members to the Executive Team

MARK CLEMMENS
After two terms as a delegate for the Alice Springs region and one term representing the Casuarina branch, Mark Clemmens took a break in an attempt to achieve the “often elusive work/life balance.” With four young children life was pretty busy.

“Now it’s time to return to assist and represent members where and when I can as an Executive member,” he says. “I believe the Association does an outstanding job supporting our members on industrial and welfare issues.”

I want to be more involved in the workings and the decision making of the Association. Allowances, entitlements and work health and safety are all important. And the welfare services, we need to support our members as best we can.

Mark joined the NT Police in 2006. Since that time he’s served mostly in general duties capacity working at Alice Springs, Yuendumu and Casuarina. He is currently with the TRG.

DAVID GREGORY
David Gregory has lived in Darwin for the last 13 years and joined the NT Police in 2009 after a career in banking.

“I believe in policing and the need to protect police officers’ rights. I want to achieve the best for my colleagues and to ensure those rights are protected,” says David. “Members need a voice and they need to be involved.”

David is concerned about apathy and wants members to put up or shut up. “I’m English, I like a whinge but you need to do something about it so you’re not just seen as a moaner.”

During his short time in the job David has worked in Palmerston general duties, East Arnhem Land and currently with Strikeforce Trident. He has been an Ordinary Member and Chairman of Palmerston branch of the NTPA.

LEE MORGAN
After 16 years with the NT Police, Lee Morgan decided it was time to get involved and see the workings of the Association from the inside. This will give him the chance to make a difference from the inside. Lee had been a delegate for the Berrimah and Groota Eylandt Regions when he stood for the vacancy on the Executive. He is keen to learn the workings of the Association.

He is determined to protect existing benefits. “I’m against negotiating things away,” says Lee. “The Association must maintain its position of strength. Our strength gives us the power.”

There is a bit of a test ahead of us next year with Vince leaving. We need to continue to push the good messages. There’s no reason we can’t be even stronger in another 75 years.”

In his 16 years Lee has been posted to Alice Springs on three on occasions, Pajungka, Groota Eylandt and Darwin. He has worked in General Duties, the Alice Springs Criminal Investigations Branch, the Drug Squad in Darwin, Professional Standards Command and is currently the Officer in Charge of the Major Crime Squad.

[Images of Mark, David and Lee]

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We need to continue to push the good messages. There’s no reason we can’t be even stronger in another 75 years.

Top quality legal advice for Association members

Need someone to look at your Will?

Need advice on a family law matter? The Association has retained the services of prestigious South Australian law firm Tindal Gask Bentley to provide legal advice to members at a reduced rate.

While the Association’s Industrial Legal Officer, Rob Perry will still look after industrial and disciplinary matters the lawyers from Tindal Gask Bentley (TGB) will provide advice on workers’ compensation, family law, Wills and estates, plaintiff claims and business advice.

“The Executive identified an opportunity to provide legal services as a better cost to members,” Vince Kelly explained when announcing the agreement at the Annual Conference.

“TGB has a long relationship with the South Australian Police Association and is now working with the West Australian Police Union.”

The service to members covers all aspects of the law. The first 20 or 30 minute consultation will be free to financial members of the NTPA. Any further legal advice will be provided at the reduced rate of 10 per cent less than the hourly rate.

Say you have an old Will and want to know if you need a new one. Your first consultation of 20 to 30 minutes would be free. In that time a lawyer would look at your Will and ask you a few questions. You might not need a new Will. If you do, the TGB representative can tell you what it will cost with your discount.

Financial members who require legal advice are asked to email NTPA.TGB.LegalServices@ntpa.com.au. The Association will see if your request can be managed by our in house lawyer, Rob Perry. If you require a referral, we will pass your contact details on to TGB who will allocate an appropriate practitioner to discuss your matter.

[Images of Mark, David and Lee]

Morry Bailes is proud of TGB’s culture. The firm was established in 1970 and is now South Australia’s largest plaintiff and family law firm. “We put our clients first. We believe that you are only as good as your last job. We strive to delight our clients and our lawyers.”

Since its inception TGB has practised in the area of workers’ compensation. It is one of their ‘pedigrees’.

Above all else Morry Bailes sees himself as a ‘police lawyer’. “I have been acting for the South Australian Police Association for over 20 years. I’ve begun to think of myself as a police lawyer rather than a criminal lawyer or an industrial lawyer. You need to wrap up all of those skills to deliver them to the police. We are a firm of lawyers who understand your profession.”

“I’m enormously proud to say I act for police. Policing is a difficult job and is made more difficult day by day. There is a pride in protecting the protectors. When the proverbial hits the fan what you need is a decent lawyer,” says Morry Bailes.
Thank You
BY LISA HUITSON

Dear Vince, Tessa, the NTPA Executive and Police Legacy,

THANK YOU for organising Glen’s Memorial Service on the 3rd of August. It was a beautiful service, emotional as always, as we remember that tragic day that changed our lives forever.

This year’s service was particularly poignant for Joseph and Ruby as they are old enough now to understand the events of Glen’s death. As heartbreaking as it was to see them holding back the tears throughout the service, it was humbling for them to understand that their father was held in such high regard and that he will not be forgotten.

The weekend in Darwin also gave them the opportunity to meet with many of Glen’s colleagues and friends and to experience the support of the Police Family.

Joseph and Ruby were both so young when Glen was killed, and most of their memories are those that I’ve kept alive through photographs and stories, but returning to Darwin and attending this year’s service was a memorable day for them.

Thank you again for organising everything, especially Tessa who remembered every last detail, right down to the tissues.

Kind regards
Lisa Huitson

Glen Huitson Remembered by his mates

Glen had been called on duty from Adelaide River after an incident throughout the night in the rural area of Darwin involving an armed and mobile suspect. Glen joined the police in January 1987 with Squad 45/87. He served in Alice Springs, Kalkaringi, Daly River and Adelaide River. During his service he had been awarded a Commissioner’s Commendation for disarming an offender in 1994, an incident which saw him receive significant injuries after having a billy of boiling water thrown on him; and in February 1999, Glen received a Valour Award for disarming an armed offender in Litchfield Park. Both incidents highlighted Glen’s bravery and dedication to his chosen profession.

For the incident on 3 August 1999 which ultimately took his life, Glen received the Australian Bravery Medal and a bar to his Valour Medal posthumously.

From that letter Glen indicated that he had chosen policing because he had a desire to help those in need. The letter showed an enthusiastic and highly motivated young man who saw policing as a way of making a real contribution to the community – which he clearly did.

Glen’s death was commemorated by his friends, colleagues, MLAs and members of the public at a service at Old Bynoe Road. In 1999 after Glen’s death a large cairn was placed there with plaques remembering Glen, and on the 10 year anniversary a shelter was constructed there for visitors to the site to utilise.

This year Glen’s widow Lisa, and children Joseph and Ruby attended with Glen’s sister Julie. They were again thankful for the level of support and dedication made to keeping Glen’s memory alive. Glen’s parents were unable to make it this year due to ill health but also passed on the gratitude to everyone that attended to commemorate this date.

It was humbling for Joseph and Ruby to understand that their father was held in such high regard and that he will not be forgotten.

Kind regards
Lisa Huitson

August 3 this year marked 15 years since the death of Glen Huitson, shot and killed whilst manning a road block on the corner of the Stuart Highway and Old Bynoe Road.

Her Honour The Honourable Sally Thomas AC, Administrator of the Northern Territory

Bishop Eugene Hurley

Waldo the Bush Poet

Lisa, Joseph and Ruby Huitson with Glen’s friends and colleagues at the memorial service

NTPA Executive Members at the service

Owen Blackwell lays a wreath

Glen Huitson with Lisa, Joseph and baby Ruby

Glen Huitson with Joseph and Ruby

Lisa Huitson with Joseph and Ruby

NT POLICE NEWS

28 OCTOBER 2014 29
In the early years of your career, retirement is the last thing on your mind. Planning for that stage of life may not seem important or even particularly relevant. There are many other elements that hold a more immediate value – holidays, home and car purchases, settling down. But it’s surprising how retirement considerations come up quickly. Ten to twenty years pass and all of a sudden (or so it seems to people in their late thirties to forties) it’s all you start to think about; what will happen to my lifestyle and how will I live when I reach retirement. Hopefully you reach out and seek some sound financial planning advice.

Retirement is a time of huge change – emotional, psychological and financial. On one side of the coin, it’s time to sit back and enjoy the rewards created from years of hard work. On the other, it can create enormous amounts of stress and uncertainty for those who are not prepared.

Planning ahead has always been important, but now it’s more important than ever. As a nation, Australians are living longer and doing more in retirement. On average, we can now expect to spend 20 to 30 years in retirement, which is twice as long as a century ago. We are also staying fitter and more active than before, indulging in a huge range of activities like travel, hobbies, exercise, voluntary work and sports. This is all great news – but it will also cost money. Understanding this aspect and putting some solid financial structures in place is crucial.

Dwayne Hameister, the Managing Director for Australian Financial Advisers, has helped many NT Police members with their retirement plans. There can be confusion particularly for members who have pension options under the old scheme. ‘The most important step you can take is making that initial appointment to seek some advice’, Dwayne states. ‘The ultimate goal is to minimise tax and maximise income opportunities through investment.

In police orientated superannuation schemes alone, there can be substantial differences in monetary returns and outcomes depending on how you structure the payments. ‘At AFA, our Financial Planners can help you by running forward estimates and scenarios of future options which can influence whether you elect to receive a full pension (a lump sum payment) or partial payments’, Dwayne explains.

‘It really is crucial to obtain accurate advice and structure your financial concerns to maximise lifestyle choice’, Dwayne states.

Come in and see the AFA Financial Planning team at no cost and no obligation for advice on your retirement.

Become Retirement Ready in Five Steps:

1. Set a target. Think about when you will retire, how long you will spend in retirement and the lifestyle you wish to live. Then decide on an income that will make your vision a reality.

2. Crunch the numbers. Check your super savings to see if you are on track.

3. Boost your savings. If you need more, consider injecting more money into your super with pre-tax salary sacrifice contributions or after tax personal contributions.

4. Consider going part-time. Depending on your situation, you can work part-time and continue to build your super while supplementing your income with a Transition to Retirement (TTR) Pension, which is generally a lower taxed income stream.

5. Change your asset mix – you may want to shift your high risk growth assets into more conservative income generating assets.

Disclaimer: Any advice in this publication is of a general nature only and has not been tailored to your personal circumstances. Please seek personal advice prior to acting on this information. Before making a decision to acquire a financial product, you should obtain and read the Product Disclosure Statement (PDS) relating to that product. Opinions constitute our judgement at the time of issue and are subject to change. Neither, the Licensee or any of the National Australia group of companies, nor their employees or directors give any warranty of accuracy, nor accept any responsibility for errors or omissions in this document. Please note that GWL Adviser Services Limited is not responsible for the advice and services provided by AFA Mortgage Solutions Pty Ltd. Dwayne Hameister is a Director of AFA Mortgage Solutions Pty Ltd and as a result will receive distributions and/or other benefits from AFA Mortgage Solutions Pty Ltd.

For further information and advice, contact the AFA team on (08) 8923 4100 or Dwayne.hameister@afanet.com.au or drop in and see us at Ground Floor, William Forster Chambers Building, 26 Harry Chan Avenue, Darwin. Also like the AFA page on Facebook – Australian Financial Adviser – Darwin, for regular updates, information and competitions.

As a major sponsor, Australian Financial Advisers (AFA) was proud to be part of the NTPA’s annual conference held in August 2014.

AFA stand at the NTPA conference

Paul Betti

NTPA members, executives and conference delegates took advantage of the opportunity to come face to face with key AFA team members. Dwayne Hameister, Angelo Maglieri and Paul Betti based themselves at the AFA stand to meet and greet with police personnel.

‘We love having the opportunity to engage directly with NT Police members’, Dwayne states. ‘It provides us with an excellent opportunity to become more than just a name connected with the association. We believe in adding value to the services offered to NT Police and we do this by providing people with financial education opportunities’, Dwayne explains.

Many NTPA delegates received “mini” financial consultations from the AFA representatives. ‘The draw card initially was our big NT Police member banner which was a talking point and ice breaker for people to come and talk to us’, Angelo Maglieri explains. ‘While the free beer coolers and fridge magnets are always a hit, our long association with members and the positive references provide confidence to those people not so familiar with us. As an organisation we also understand the unique circumstances of NTPA members and the challenges that members face. Angelo states.

Financial advisory services are often steeped in mystery and confusing industry jargon. While most people understand the importance of receiving solid advice and arranging their financial matters accordingly, it is often difficult to know when and where to start.

In his presentation to conference delegates, Paul Betti gave an overview of the many services that AFA offers and acknowledged the long-standing relationship between AFA and the NTPA. ‘Our ongoing relationship has been built with solid foundations’, Paul states. Members appreciate our great track record and the significant cost-savings we have been able to work into all our financial services for NT Police members. ‘Complimentary consultations are part of the service that we provide for NT Police. We are also happy to see people who drop-in or send a basic question through email’, Paul states.

So it doesn’t matter which part of the career life-cycle you are at or whether you are new to the Territory or are born and bred here, we can help you with expert advice in wealth creation, investment properties, shares, superannuation and mortgage brokering.

In recognition of our great relationship with the NTPA, all members who sign-up for a personal wealth blueprint will receive a discount on establishment fees.
When the letter arrived notifying Sean Parnell of his recognition, I was a little shocked. “My immediate reaction was maybe they’ve got the wrong Parnell. It should be my wife.” Sean is modest about the honour that has been bestowed on him – the Medal of the Order of Australia in the General Division, “For service to the community of Darwin through a range of volunteer roles.”

One of those organisations is, of course, the NT Police Association. Sean was a member of the Executive for 20 years and was made a Life Member of the Association in 2013.

What a lot of his colleagues probably don’t know is the countless hours Sean has put in over the years working as a parent advocate with the Catholic education system. From 2001 to 2006 Sean was on the board of St Mary’s School and was the Northern Territory Parent Representative for the National Catholic Education Commission from 2007 to 2013

“Senior Constable Roe is well respected for her ongoing commitment to the youth of the Northern Territory and is an inspirational role model, friend, mentor and teacher to many.”

Senior Constable Roe has served with distinction in the Domestic Violence Unit. While serving in the former Indigenous Police Development Division, she also assisted in the training of Indigenous recruits and Aboriginal Police Officers.

Senior Constable Roe’s community involvement is outstanding. She is heavily involved in Australian Rules and Touch football, where she regularly runs the boundary or referees, and has done so for over 25 years.”

The Association congratulates both Sean Parnell and Jennifer Roe on their well deserved recognition in the Queen’s Birthday Honours.

ASSOCIATIONS’ FORUM NATIONAL CONFERENCE
Canberra 2014

by Crispin Gargan

The Association Forum was held at the National Convention Centre

ACCOLADES

Association Life Member Awarded the Medal of the Order of Australia

Senior Constable Jennifer Roe was awarded the APM for distinguished service to the Northern Territory Police. Jennifer joined the board as a cadet in 1983. During much of her career has been devoted to the youth, working in the School Based Policing program, Police Citizens Youth Club, Junior Police Rangers and youth crime unit.

The citation released by Government House says, “Senior Constable Roe is well respected for her ongoing commitment to the youth of the Northern Territory and is an inspirational role model, friend, mentor and teacher to many.”

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The Association congratulates both Sean Parnell and Jennifer Roe for distinguished service to the Northern Territory Police.

NTP exec members David Cubis and Crispin Gargan, along with industrial Officer Rob Perry attended the 2014 National Associations’ Forum held on the 16th and 17th of July. This was the second year we have sent delegates to attend this national conference.

The conference was well attended with around 250 delegates from a broad range of different industries. Other police industry representatives were restricted to just the APM. The opening of the conference was largely facilitated by Tony Stuart, the CEO of the NRMA, the largest member based association in Australia.

There were several interesting conversation points raised in his address. Of particular note was the response to one question about voting returns that if they get 25 per cent vote return for an election they get very excited. Not sure what they would think of our 55 per cent return for our last CA, or the somewhat remarkable 70 per cent response to our uniform survey.

There is no doubt the NRMA has become one of the most influential companies in Australia and members would be perhaps surprised to know that they now consider themselves very much an ‘Emergency Service’ - In the same light as fire services, ambulance services and, of course, Policing.

Whilst there were always several different seminars on offer to attend, NTPA delegates attended at the seminars we believed would have the most to offer our organisation.

The final seminar was conducted by John Daley of the Gratton Institute, a leading apolitical economic think tank. The general theme of the session was that the last 15 years has been the land of plenty, and the next ten years will be years of drought. It is clear that hard decisions are going to be made over the next ten years by governments. It was also made abundantly clear that associations, industries, companies, employers and employees are going to need to be pragmatic about financial decisions.

I thought this was a particularly poignant indication of just how far we, as an organisation, have developed our outlook in line with this particular economic reality and how fair, reasonable and realistic our demands in the most recent consent agreement were.

To my mind attendance at this conference is a valuable tool in maintaining currency in industrial, legal and administrative affairs as well as providing invaluable networking opportunities.
Raising funds for Police Legacy

Alice Springs Police hosted an NT Police Legacy fundraiser in July at the Overlanders Steakhouse. It was a night of ‘Territory Entertainment’ with former Administrator Ted Egan, kicking off proceedings by playing his beer carton and performing some of his well-known ditties. Then Sara Storer, one of Australia’s most awarded country music singers, performed for two hours with her brother Greg and guitarist Tim. Sara was at Kalbarri as a school teacher in the late 1990s and knew Glen Huitson whilst he served there. When asked if she would take part in helping raise funds for Legacy, she did not hesitate.

The night saw an intimate gathering of about 90 people with both Sara and Ted donating their time and talents free of charge with all profits from the night going to Police Legacy.

A highlight of the night was the support by members of the public that attended and contributed to Legacy. Notably, former Commander Mark Coffey purchased a guitar donated by Top End Sounds and signed by the entertainers on the night.

The organisers would like to thank the generosity of Sara and Ted in particular, Wayne Kraft and all those that supported the night that contributed to making it a great success.

Acting Deputy Commissioner
Jamie Chalker

Grahaem Kelly says farewell after 36 years

It has been a long held Defensive Tactics notion that fatigue is one of many factors affecting police use of force (UOF). Furthermore with the complexities and stresses of modern day policing, anecdotal evidence suggests that regular exercise helps alleviate the symptoms of these modern day stressors plaguing the operational police officer.

With this in mind, Southern Operational Safety Section members approached the NTTP and requested monetary assistance in purchasing Kettle Bells for members to utilise in physical training. Kettle bells were chosen due to their versatility as exercise equipment and having regard to the space in the Greatorex Building training hall in the eventual move to that location.

The Association recognised the benefits that could be reaped with members exercising regularly and having access to the equipment. They therefore did not hesitate in approving the purchase of two 20 kgs, two 12 kgs, two 8 kgs and two 6 kgs kettle bells.

On behalf of Alice Springs members, I wish to thank the Association in their continued vested interest in member’s safety and overall welfare.

Sgt Rudy JAMIESON
Operational Safety Section, Southern Command

A healthy crowd gathered at the PMC Police Club on Friday 15 August to farewell Assistant Commissioner Grahame Kelly. Current and former members travelled from near and far to reminisce and swap stories of GDK’s 36 year career with the NT Police.

Anyone who has had the pleasure of working with Graham would know that there are two things that he is passionate about; the job, and the people in it. They would have also grown accustomed to his unusual hours and receiving emails from him at 4am. As a boss, Grahame had the ability to challenge people and get the best out of them, but was always available for some sage advice or a helping hand when required.

Grahame was flanked by his five sons, father, brother and partner, Senior Sergeant Kerry Hokin, as acknowledgements of his contributions to policing were provided by Commissioner McRoberts and colleagues from some of his previous work units. The NT Police Association presented Grahame with one of the largest wall hangings ever offered in recognition of his long and varied career.

In response, Grahame urged serving members to look after themselves, and each other, as the psychological tolls of policing can have a cumulative and debilitating effect if not recognised and effectively managed.

Grahame has no immediate plans to leave the NT and will be calling Darwin home for some time yet.

Sgt Rudy JAMIESON
Operational Safety Section, Southern Command

Wendy Schultz says farewell after 36 years

Friday 21 February 2014 saw the official retirement of Detective Sergeant Wendy Schultz from the Northern Territory Police Force.

Complementing her Police career a loud and boisterous event was held at the Police Club in the company of family, close friends and trusted work colleagues.

Wendy’s Police career exceeded 36 years of distinguished service in a multitude of areas including the Juvenile Squad, Criminal Investigations Branch, Drug Squad, Sex Crimes, Communications and Asset Forfeiture. In recognition of this service Wendy was formally recognised with the Australian Police Medal in 2010.

Wendy joined the Northern Territory Police in a different era where policing was typically a male dominated profession. Through her professionalism, work ethic and sound determination, she paved the way for later female generations and assisted in establishing an equal playing field for female members. Wendy played an important role in building the capacity and size of the Asset Forfeiture Unit which has assisted in reducing the financial viability of many criminal networks operating in the Northern Territory.

Wendy is a larger than life character, but was always the consummate professional. She was a dedicated, highly skilled police officer, with a heart of gold - an example to young and old alike. She will be missed, both for her experience and personal attributes alike. We wish her family all the very best in her retirement as she continues to push up Vintage Cellars share prices by maintaining her healthy affliction for sharing red wine in good company.

Retiring AC Grahame Kelly APM, with five fine ‘Kelly Boys’

JASON BLAKE

Wendy Schultz with President Vince Kelly
On the 14th of April this year six NT Police Officers joined NSW colleagues to accompany seven young NSW Police Legatees to walk the Kokoda Track. Following the successful completion of the trek, the NT Police took part in the official Anzac Day Dawn Service held at the Bomana Cemetery in Port Moresby.

2014 KOKODA POLICE LEGACY TREK

by Senior Constable Pauline Setter

This was my fourth year undertaking this trek with this group; I first completed the trek in 2011 with another NT Police Officer who had been invited to join the group following the death of her husband, a serving NT Police member.

It does not get easier every year, but the privilege of being able to walk in the footsteps and honor those young servicemen who gave so much and fought so bravely to defend our country against the military might of the Japanese Army is an experience that has not lessened every year I have completed the trek.

Being able to share this with young Police Legatees aged between 18 and 25, all of whom have had a parent who has died whilst serving with the NSW Police Force is also an amazing experience. I see these young people being challenged on this difficult and often emotional journey, but they all finish it strong and very proud of themselves. They also come to recognize the strong support network that exists with members of their Police ‘Family’ no matter which police force that is.

Joining me this year was Supt Daniel Shean, Sgt Wayne Hoskins, Sgt Wayne Tilley, S/C Steve Langdon and Constable Matt Sergeant. Daniel and Matt share their experiences.

DANIEL SHEAN

Starting with a truck ride from the Popondetta airport to the village of Kokoda, the Kokoda Track comprised of nine days walking some 170 km of mountainous track, crossing over and walking through a number of creeks and rivers. The highest point we got to was 2,200 metres, each day comprised of walking up, down and essentially over the Owen Stanley Range.

The Kokoda Track is challenging, both physically and mentally. However, doing the Kokoda Track with the guidance of our trek leader, Aidan Grimes, and in the company of other emergency service workers and friends, the Kokoda Track was rewarding; all walkers at one stage or another showed endurance, resilience, sacrifice, mateship, teamwork, and leadership.

Throughout the Kokoda Track, Aidan Grimes provided excellent commentary and teachings about the Australians who fought to protect our wonderful country during WWII. It wasn’t for the Australian soldiers who fought hard during the Kokoda campaign, Australian could surely have succumbed to invasion by the Japanese during WWII.

At the end of the trek I had both the honour and pleasure to lay a wreath during the proceedings with Pauline Setter on behalf of the NT Police at the Bomana War Cemetery.

MATT SERGEANT

The trip proved to be one of the hardest and best experiences of my life. The Track was every bit as hard as I imagined, as the uphills were often so steep that I needed to use my hands to pull myself up vertical tree roots, and the downhill were so muddy that I had to ski down them metre by metre.

We had quite a few injuries along the way, including broken bones and even a torn ACL. I personally discovered half way through the anti covered jungle that I am allergic to ant bites. Luckily we had very competent medics with us who had a treatment for everything.

I discovered that the war is still very present on the Track and it was surreal hiking around foxholes and seeing rusting ammunition and grenades hidden almost out of sight.

Throughout the Trek we stopped at villages and the NSW Legatees donated clothing and medical supplies to the villagers. It was heart-warming to talk to the legatees and listen to them talking about how much Police Legacy has helped them throughout their lives and to watch them overcome the Track, mountain after mountain. Indeed, it was the legatees who kept everyone positive and helped the police officers out when the going got especially tough, not the other way around.

We finished the Track at dawn on the 24th of April, walking through the Kokoda arches as a close knit team. I have never enjoyed a pizza as much as I did that night at the hotel. We also visited the Papua New Guinea Police Headquarters and met with the Commissioner of Police who congratulated us on our efforts.

On Anzac Day we woke up ridiculously early and represented the NT Police at the Bomana War Cemetery dawn service, including laying a wreath at the cenotaph during the service. It was quite a moving experience standing in formation with my colleagues having only finished the track the previous day.

I learnt a lot from my experience on the track, not only about the war and the brave Australians who fought in Papua New Guinea, but also about my physical and mental limits and those of my colleagues, who quickly became my friends. I would recommend it to everyone.

Anyone interested in participating in the 2015 NSW Police Legacy Kokoda trek please contact me for further information pauline.setter@nt.gov.au
Thinking of refinancing?

By Paul Modra, Executive Manager – Member Value & Distribution,
Police Credit Union

Constable Brigid Gregory could not be happier with the quality service she received after making one of the smartest financial decisions of her life. And it was a simple case of consulting a representative from Police Credit Union, providing a range of options and ultimately, refinancing her mortgages.

Constable Gregory had several home loans with another financial institution but has since refinanced all of them with Police Credit Union.

“I wasn’t happy with my previous finance provider” she said. “Police Credit Union offered more competitive rates and being a Platinum Advantage Member, I did not have to pay any fees.”

“Refinancing was not only a financial decision. The personalised service offered to me by Police Credit Union was exactly what I was looking for.”

“Constable Gregory first sat down for a consultation with June in the Police Credit Union’s Casuarina Branch after the purchase of a property in Alice Springs.

“When my husband and I were purchasing our new home in Alice Springs, settlement was delayed for over 60 days due to documents being lost by our then financial institution and at the time, they were no help at all. It was at this point we had our first consultation with Police Credit Union, who provided us with conditional approval for finance in a timely manner and so settlement was completed within a couple of days.”

Since moving her mortgage to Police Credit Union, Constable Gregory has been able to save money every fortnight with an approximate saving of $8,000 per year.

As much as the extraordinary saving impressed Constable Gregory, the customer focused approach was the main motivator for making the move.

“When I was looking to purchase another property in Alice Springs, June did everything she could to assist” she said. “She even came in on her day off. June was actually shopping at Casuarina Square at the time and wheeled her shopping trolley into the Branch to consult with us so that we were able to make an offer on a new home. This act alone was exceptional from a customer service point of view and really impressed me”.

“Another occasion I can recall when Police Credit Union and June in particular excelled, was when June flew into Alice Springs to visit her family and even made a special trip just to see me.”

“My Mum was actually one of the original members in the Northern Territory and was the reason I joined Police Credit Union.”

“With the experience I have encountered with June and Police Credit Union I have and will continue to recommend Police Credit Union to family and friends, particularly because of the personalised service and the benefits being a Platinum Advantage member provides.”

Through the simple process of contacting one of our experienced consultants at the Casuarina Branch, or one of our Personal Bankers in Darwin or Alice Springs, to have a Financial Health Check conducted, you and your family can be on the way to achieving your short term and long term financial goals.

This process involves a Financial Health Check, during which Police Credit Union looks to provide options for freeing up the client’s income. Getting a better deal through Police Credit Union could save a borrower thousands of dollars over the life of his or her loan.

Visit the Police Credit Union Casuarina Branch or call 1300 131 844 to discuss your home loan needs today.
In 1949 an ad in a Sydney newspaper caught Frank Cronshaw’s eye. The 19-year-old surf-loving teenager from Bondi was lured by the prospect of a decent salary to support his widowed mother and a sense of adventure. For the next 36 years Frank Cronshaw was a Territory cop, retiring in 1985 having achieved rank of Superintendent at the height of his career.

From a Bondi surfer to an NT cop

Now living on the Gold Coast, 85-year-old Frank has recently moved into an aged care residence. The NT Police News worked with Frank’s daughter, Susan, to compile this story on his life and times in the Territory.

Frank Cronshaw joined the NT Police Force on April 22, 1949. His registered number was 33. He was the first civilian recruited into the force post World War II. Within a year he was assigned to Finke River.

“There was no handover to patrolling the remotest parts of the NT. His induction was doing anything that needed doing, learning from the indigenous locals, living by his wits and judging by his instincts,” says Susan who has enjoyed many hours talking to her dad about living in the outback and reading his meticulously kept journals.

There was no vehicle available to Frank in those early days in Finke, so one of his first jobs was to learn to ride a camel. The trackers taught him about managing the camels, understanding the weather and bush survival.

In October 1950 Frank transferred to Wave Hill with a patrol district covering 6,500 square kilometres. The nearest settlement was the Vestey’s Wave Hill cattle station. Patrols would take up to 10 days, leaving Frank’s young wife at the newly built police station to hold the fort. Once he was allocated a vehicle his patrol would take three weeks, patrolling 10 cattle stations and the aboriginal settlements between Hooker Creek and Top Springs.

At times the vehicle was more trouble than it was worth. It was not able to cope with the bush roads and bull dust so Frank had to learn how to fix everything from broken springs to the motor. The steering wheel came off in his hands on one patrol and it wasn’t unusual to get bogged in the wet season, depending on passing horsesmen to pull him out.

Frank met his first wife, Peggy, when he was on leave in Alice Springs, through his mother who had travelled from Sydney to see him. Born in Renmark, Peggy was on her way back to Adelaide after working at Victoria River Downs and staying at the same hostel as Frank’s mother.

As soon as they married, Peggy moved to Wave Hill. The wedding was reported in the Centralian Advocate in September 1952. The personal notice said the newlyweds were due into Alice Springs the next day and would ‘very shortly’ leave to take over the Wave Hill Police Station.

It must have been quite a culture shock for Peggy. She was kept busy holding the fort, keeping house without mod cons and trying to beautify the police station by planting vegetables, flowers and even a lawn.

Frank’s journals give an incredible insight into policing at the time, like the day he had to borrow 20 sets of horse shoes from Vestey’s so he could patrol at Negri races, 276 miles away. He would borrow ammunition from the station when his supplies ran out. He also had to request permission to use a Vestey’s vehicle at one shilling per mile.

As Frank’s eye. The 19-year-old surf-loving teenager from Bondi was lured by the prospect of a decent salary to support his widowed mother and a sense of adventure. For the next 36 years Frank Cronshaw was a Territory cop, retiring in 1985 having achieved rank of Superintendent at the height of his career.

Frank’s roles varied from prosecutor, police reforms, logistics of the 1963 Queen’s visit, recruitment and course development at the police college and emergency operations post Cyclone Tracy.

In 1968 Frank formed the NT Police Golf Club so he could play in the Australian Police Golf Championships. Frank, Terry O’Brien, John Avoli and Tony Godwin played as the first NTPGC reps in Sydney. He was also actively involved in the Police & Youth Citizen’s Club and was President of the NT Police Association during the 1960s.

Frank also worked alongside the founding editor of Citation magazine, Inspector Jim Mannion, both keen to record the history of the NT Police Force.

It has been quite a memorable and rewarding career. Frank was awarded the NT Police Service Medal in recognition of his 30 years service.
I joined the NT Police Association immediately upon joining the Police Force in April 1969. It seemed obvious to me that membership was in my interest and that in turn the Association’s effectiveness would depend upon active participation by all. I was featured on the front cover of the first issue with the caption “Our Man in Cyprus” – he was serving there with the UNCivPol contingent.

Later, as I gained access to a better printer and a modest internal mail system. Later, a Darwin publisher was retained to produce the magazine with costs being borne, in part, by advertisers. Unfortunately all of the original copies I had produced in Alice Springs, Darwin and Tennant Creek it has been my good fortune to collaborate closely with many of you. I wish you all good luck in the future and hopefully our paths will cross again.

As I am retiring from the NT Police Force as of close of business Thursday 17 July 2014 Please accept this as my resignation from the NT Police Association. I appreciate all the hard work the Association does and support given to members.

My best wishes to all those continuing to support given to members.

Regards

Kay Palamountain, 4416
AUX 1/C JESCC

A short letter to advise you that I have resigned from the NT Police Force and as a result, tender my resignation from the NT Police Association. I have recently taken on a contract position as a project officer with the Department of the Attorney General and Justice, probably not something I would have thought I’d be doing a couple of years ago!

I had nearly 30 great years in the job and always thought it would go on for life, but never say never! Joining when we still had manual typewriters and didn’t see the need to wear a firearm, life seemed so much simpler back then. I still believe my time at Daly River as being the most memorable. Being there for 4 years as OIC, my position as OIC, ACPO Development and much later being in charge of the Remote Policing Command, meant I was able to travel extensively and visit most communities and every station. Of course it helps that we have an Air Wing which is the envy of every other policing jurisdiction!

Like many of you, I only required the services of the Association on one occasion and that situation was reconciled quickly but I was always comforted in the knowledge that you ‘had my back’ if things went pear shaped. As I rose through the ranks and saw the number of members requiring assistance not only for their legal matters, but in their time of need, I came to appreciate how important the Association is for organisational strength, not only to the rank and file, but for the management and the executive of the organisation to improve their governance and decision making. Not that you will hear that too often!

No resignation letter would be complete without a bit of reminiscing and while this one is a bit sad, the memories are fantastic! So much has changed and when I arrived and came with little of the grass is not always greener!

After being enthusiastically recruited to join the NT Police, by Sergeant Cowan Carter, in January 1986 I must now advise you that I am retiring from the NT Police Force as of close of business Thursday 17 July 2014 Please accept this as my resignation from the NT Police Association, along with my heartfelt thanks for the support the Police Association has provided my wife, Wendy, and I over the course of my Police career. We both wish the Executive and all of the staff the very best for the future and would be grateful if we could be kept on the mailing list for the Police News We shall be remaining in Darwin until Sept/Oct 2014 and intend relocating interstate, more likely to Sydney East-Queensland.

Robert K Gordon

For a better part of 33 years I have been acutely aware of the North/South divide within the Police Force and the Association. The major problem for those serving in places outside Darwin with respect to the Association was the lack of information concerning its affairs and activities. In addition, the many articles covering issues touching upon the profession of law enforcement are of special interest and informative.

No doubt the refrain ‘What’s the Association doing about...’ persists and, I suspect, will always do so in my day. The Association executive always did whatever it could do to act for its members. Then, like now, those who were elected to office were always to serve the membership with commitment and to the best of their ability.

As founding editor and publisher of the NT Police News I pay great pleasure in receiving my regular issues of the current magazine and recognise that, like the Association, has grown in stature, function and professionalism. Very few of my contemporaries’ names are mentioned these days. I was pensioned out in 1985 in the now-obsolete rank of Inspector. In some cases, people are recognised only by their surnames and physical resemblance to their parents!

I remain very proud of the fact that I served as a member of the Northern Territory Police. Those of my era entered a Police Force renowned for its effectiveness, commitment to serving and protecting the people of the NT and high standards of professionalism, integrity and downright honesty. We passed that legacy on to our successors and trust that it prevails to this day.

It is with much regret this Friday, 20th October 2014 I wish to tender my resignation from the NT Police Association. I appreciate what the Association is doing to promote, protect and preserve our interests and that in my interests and that in my career and looking for a change – the grass is not always greener!

Cheers and good luck

Kym Davies

Commander 1396 – Retired.

Robert K Gordon

The first issues were very basic; printed on a small offset machine and, collated and stapled together to me, please be safe and look out for each other.

Regards

Michael White

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Commander 1396 – Retired.
Kylie Proctor has been a representative on the Police Federation of Australia’s Women’s Advisory Committee since 2007. The Committee provides a great platform to progress a range of issues affecting both women and men within all Australian Policing jurisdictions. Committee members discuss ideas to overcome a range of issues within other jurisdictions and get face to face access to a range of Federal politicians. A recent meeting was with the Minister for Employment Participation and Childcare, Kate Ellis where we raised issues of access to 24 hour child care services for operational police officers and secured an undertaking by the Minister to work with the FPA to find workable solutions for operational Police Australia wide.

THE POLICE FEDERATION OF AUSTRALIA

Women’s Advisory Committee

INTRODUCTION

At the 1996 Australasian Women and Policing Conference, a recommendation was made to encourage women from police unions in Australia to network by the establishment of some formalised structure. This recommendation grew out of the realisation that equity for women was an issue that police unions needed to address. At the Conference in 1996, a paper was presented, titled “Women and Police Unions: Equity on the Horizon”. The paper examined the position of women in unions in terms of which groups they were in, and further, it collated information on industrial and equity issues facing women serving in police services. This paper listed a number of strategies which police unions could utilise to increase the participation and representation of women. Included in these was a strategy which involved networking opportunities for women in Australasian police associations and unions. As a result, the executive of the Police Federation of Australia (PFA), which is the Presidents of all the Police Associations and Unions across Australia, debated earnestly the obvious issue facing its membership: a lack of representation of women members throughout its structures. As a result a strategy was adopted and encouraged that saw the creation of the group, Women Officials in Police Unions (WOPU).

EARLY DAYS

WOPU began as a networking opportunity holding annual conferences. In the early days such conferences focused on the development of a guiding charter for the group and issues the group felt were important to pursue. The existence of the group relied on the good will of each police association/union funding appropriate representatives to attend. Each association/union took turns at hosting meetings and therefore bearing the majority of the costs. Without the support of the associations and unions, under the banner of the FPA, WOPU would not have survived those early years.

ESTABLISHMENT OF THE PFA, WOMEN ADVISORY COMMITTEE (WAC)

WOPU faced some important decisions relative to how best to influence the associations/union’s agendas. They had already determined through the FPA that it would hold an annual conference. It was decided at the 1999 conference that they would formally align itself with the FPA as its Women’s Advisory Committee (FPA WAC). The FPA and the PFA WAC recognised that up to that point time police associations and unions had been, like policing, male dominated, and women were under represented. It was due to these reasons that both the FPA and the PFA WAC agreed that the key focus of this new group would be pursuing greater participation of female members in police associations and unions across Australia and New Zealand. As a result it ensured that a specific committee giving strong advice to the FPA Executive would ensure a strong focus on industrial and representation issues that would benefit women members.

ISSUES IDENTIFIED BY THE PFA WAC TO BE PURSUED

The PFA WAC has never lost sight of its original charter, to increase women’s involvement and representation in their respective police association and unions. However, it also provided a forum for a range of other industrial and professional issues for women members to be discussed.

One of the first comparative (matrix) documents to be developed by the FPA WAC was in respect to national benchmarks on conditions of employment for female members. That document “WAC - Model Conditions of Employment” compares a range of conditions of employment for women, not only across police jurisdictions, but also benchmarks them against best practice in other industries. Issues identified include –

• Various leave
• Maternity
• Paternity
• Sick
• Careers
• Pre natal
• Adoption
• Purchasing of leave
• Pregnancy policies
• Part time work
• Child care
• Flexible rostering
• Job share
• Return from maternity leave
• Working from home
• Career breaks

The Model Conditions of Employment is a vital tool for all police associations and unions when negotiating EB’s on behalf of members.

The WAC has also developed a matrix document that highlighted what policies, through a matrix, the various police associations and unions had in place to encourage female members to run for elected positions. Issues identified in that matrix included benchmarks with other unions including:

• Whether the union provided child care for female members involved in association/union activities
• Whether the union had active training targeted at women
• Whether mentoring policies were in place
• What anti-discrimination and equity policies were in place
• What meeting allowances, honourariums or out of pocket expenses for officials were in place

Childcare has also been a long term issue that the WAC has pursued. Following a meeting with the then Minister responsible for Child Care, Kate Ellis, in 2012 the then Federal Government announced a flexible child care trial for police in NSW and Victoria. “The Child Care Flexibility Pilots” were launched in July 2013. This initiative was developed through a consultation process with the FPA, the Police Association of NSW, the Police Association of Victoria, Family Day Care Australia (FDCA) and the then Department of Education, Employment and Workplace Relations (DEEWR).

The aim of the pilot is to provide overnight and outside standard hour’s child care to shift working police using family day care services. The trial is initially being run across 6 sites within NSW and VIC and will be independently evaluated by the Australian Institute of Family Studies (AIFS). It is a positive step for female police unionists to having a ‘kit’ of flexible childcare to policing families and the FPA WAC has played a key role in delivering the pilots for police.

In 2013 the FPA WAC hosted a Women’s Leadership Forum inviting several female key officials from the public sector and national unions to speak on issues related to encouraging greater female participation in unions. Using the Australian Human Rights Commission Report “Women in Male Dominated Industries – A Toolkit of Strategies – 2013” as a building block for the day, a key outcome of this forum resulted in the FPA WAC developing a formal recommendation to the FPA Federal Council meeting in November 2013, which was unanimously endorsed: “That by November 2016 each FPA Branch be actively encouraged to increase the number of women in elected positions within their union/association to at least equal to their female membership percentage and that each Branch President provide a verbal report on their Branch’s progress at FPA Council in 2014, 2015 and 2016 as reflected in the FPA annual report”.

The FPA is an affiliate of the Australian Council of Trade Unions (ACTU). The ACTU is the peak union body of Australia and is influential in national debate on matters of wage and social justice and equity in employment. The ACTU Women’s Committee is made up of women from affiliate unions and passes resolutions and recommendations which are considered by the ACTU Executive. The FPA WAC, consistent with its aim of influencing the national agenda of the FPA, sits on the ACTU Women’s Committee.

The FPA WAC is fully entrenched as part of the FPA. It is now well recognised that women in police associations and unions need a voice in the development of networks and policy formation.

• Have direct input into their national police union the Police Federation of Australia
• Have an active national body pursuing working conditions which are of benefit to them
• Need a voice in the development of networks and policy formation
• Be a member of the national body which is influential in national debate on matters of wage and social justice and equity in employment

The PFA WAC is more than a network for women in policing families and the PFA WAC has played a key role in ensuring that women police unionists in Australia.

The PFA WAC is fully entrenched as part of the FPA. It is now well recognised that women in police associations and unions need a voice in the development of networks and policy formation.

•  And what meeting allowances, honorariums or out of pocket expenses for officials were in place
•  Have an active voice through their delegates to the FPA women’s Advisory Committee
•  Have a benchmark of employment conditions document developed by women members for use when bargaining for EB’s
•  Have a voice direct to the ACTU

Childcare has also been a long term issue that the WAC has pursued. Following a meeting with the then Minister responsible for Child Care, Kate Ellis, in 2012 the then Federal Government announced a flexible child care trial for police in NSW and Victoria. “The Child Care Flexibility Pilots” were launched in July 2013. This initiative was developed through a consultation process with the FPA, the Police Association of NSW, the Police Association of Victoria, Family Day Care Australia (FDCA) and the then Department of Education, Employment and Workplace Relations (DEEWR).

The PFA WAC is confident that it has developed a highly credible group which has serviced purposes beyond those initially envisaged. The FPA WAC is more than a network for women in police unions, it has become and will continue to be, the voice of women police unionists in Australia.
RESIGNATIONS AND RETIREMENTS

Resignations

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Date</th>
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<tbody>
<tr>
<td>Clifford, Mark Conrad</td>
<td>Constable</td>
<td>14-May-14</td>
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<tr>
<td>Carter, Debra Jane</td>
<td>Senior Auxiliary</td>
<td>09-May-14</td>
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<tr>
<td>Roberts, Sharn Lise</td>
<td>Constable</td>
<td>16-May-14</td>
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<td>Wilkes, Yvette Michelle</td>
<td>Auxiliary</td>
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<tr>
<td>Hettiarachchi, Chinthaka Presanna</td>
<td>Constable</td>
<td>30-May-14</td>
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<tr>
<td>Hicks, Erin Dana</td>
<td>Constable</td>
<td>29-May-14</td>
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<td>Verdon, Cameron Perry</td>
<td>Constable</td>
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<tr>
<td>Erickson, Christopher Edward</td>
<td>Remote Sergeant</td>
<td>30-Jun-14</td>
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<tr>
<td>Wetherall, Emma Marie</td>
<td>Constable 1/C</td>
<td>27-Jun-14</td>
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<tr>
<td>King, Karen Marie</td>
<td>ACPO 1/C</td>
<td>01-Jul-14</td>
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<tr>
<td>Millar, Dale John</td>
<td>Senior Police Auxiliary</td>
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<td>Bartus, Ivona Frances Maree</td>
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<td>Avery, Alison Narelle</td>
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<td>Chiacholom, Damien Xavier</td>
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<td>Bell, Rowena Gai</td>
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<td>Roy, Paul</td>
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<td>Hill, Shaun Patrick</td>
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<td>Morrissey, Shaun Anthony</td>
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<td>Arnison, Shane Hunter</td>
<td>Sergeant</td>
<td>06-Aug-14</td>
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<tr>
<td>Mullins, Michael Anthony</td>
<td>Constable 1/C</td>
<td>07-Aug-14</td>
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Retirements

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<tr>
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<tr>
<td>Chilton, Kym Trevor</td>
<td>Senior Constable</td>
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<tr>
<td>Jackson, Matthew John</td>
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<td>18-Jun-14</td>
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<td>Gordon, Robert John</td>
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<td>Hodge, Alan Joseph</td>
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<td>Alice, Philip James</td>
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<td>Palmaountain, Illian Kay</td>
<td>Auxiliary 1/C</td>
<td>03-Jul-14</td>
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<tr>
<td>Gordon, Robert Karena</td>
<td>Sergeant</td>
<td>17-Jul-14</td>
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<tr>
<td>Pethick, Ross Alwynne</td>
<td>Senior Constable</td>
<td>25-Jul-14</td>
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<tr>
<td>Emeny, John Damon</td>
<td>Superintendent</td>
<td>12-Aug-14</td>
</tr>
<tr>
<td>Walton, Donald Irwin</td>
<td>Senior Auxiliary</td>
<td>01-Aug-14</td>
</tr>
</tbody>
</table>

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