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The Independent Voice of Police in the Northern Territory

MARCH 2021

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# TRENDING UPWARDS: NT PROPERTY MARKET

*It goes without saying, 2020 was an unpredictable year. Between harsh lockdowns across the country, border closures and uncertainty of how the pandemic would affect Australia, it was difficult to predict the performance of the property market.*

**However, the Northern Territory has seen a meteoric rise in property sales and prices, as it presents itself as somewhat of a 'haven' from the impacts of COVID affecting the larger cities in the nation.**

The relaxed lifestyle of Darwin has been one of the city's longstanding main attractions and now, it seems, people who had maybe once just considered the move, are now making the move. This is giving the once stalled Darwin housing market a much-needed boost.

With property growth already rising in the last three months of 2020, experts are predicting that the trend will only continue in 2021. Darwin will see one of its best years when it comes to property prices and rent. Domain, a property search website, observes, "For the year [2020], Darwin house prices were up 7.2 per cent, a higher annual gain than Sydney, Melbourne and Brisbane saw

in the year to September."

And, with some of the best median prices found in any capital city, and Alice Springs following similar trends, Territorians have a real opportunity to turn their dream of owning their own home into a reality.

Making the most of this surge means that now could be a great time to sell, make a profit and purchase that family home you have always wanted, or even look to purchase that investment property. National government grants such as the HomeBuilder Grant should also be considered. Recently extended, the grant has helped boost the construction industry and can add a cash incentive to someone interested in building a home or renovating.

Although the biggest NT property growth has been in CBD apartments and housing in well-established suburbs such

as Alawa, Anula, Jingili, Karama, Leanyer, Moil, Northlakes and Tiwi, real estate agents hope this uptick, along with government grants such as HomeBuilder and BuildBonus, will lead to an increase in values and land sales in other entry-level markets such as Palmerston. This is the suburb where you'll find our NT branch, located at Gateway Shopping Centre, a multimillion-dollar shopping hub.

Record low interest rates are also contributing to the boost in property purchases and sales. Did you know, as a Platinum Member with Police Credit Union, you can also receive an additional 0.10% discount off our already competitively low interest rates on selected home loans<sup>1,2</sup>.

With our lowest ever fixed rates and variable rates on offer, property owners who are not moving or selling can still benefit, by reviewing their current loans with current

financial institutions. If you think your interest rate is too high, it's time to give our Palmerston team a call. They'll do all the work to help you switch and save.

Whether you're a current homeowner wanting to refinance, considering a residential investment loan or a first-time home buyer wanting to talk to someone about how you can make the most out of this property boom and our lowest ever home loan interest rate, our friendly team is here to help.

Get in touch with our newest team member at our Palmerston branch, Relationship Manager, Jayde Hynes or our Branch Manager, Mel on 8928 9500 and they can talk you through the FREE benefits of our Platinum membership and ways to help you purchase your next home.

For more information on government grants, including HomeBuilder and BuildBonus, please refer to <https://nt.gov.au>.

«  
**Did you know, as a Platinum Member with Police Credit Union, you can also receive an additional 0.10% discount off our already competitively low interest rates on selected home loans**  
»



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## WE'RE HERE TO HELP

If you are unsure about the costs associated with a loan, always make sure to ask.  
For more information on our loans or assistance with applying for a loan, call our Palmerston branch on **8928 9500**.

# POLICENEWS

THE INDEPENDENT VOICE OF POLICE  
IN THE NORTHERN TERRITORY

## EXECUTIVE EDITOR

Paul McCue  
Phone: (08) 8995 9520  
www.ntpa.com.au

## PUBLISHER

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3/40 Cavenagh St, Darwin NT 0800  
Phone: (08) 8980 5700  
Email: info@campaignedgesprout.com.au

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«  
*I want to use the skills I have gained in a 20-year career as a journalist and communicator to help the NTPA work for the benefit of members and highlight that work.*  
»

THE NT POLICE ASSOCIATION IS PROUDLY SUPPORTED BY:



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## REGIONAL DELEGATES

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**Vice-Chairperson** Derek Williams  
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 Nathan Guy-Cardona  
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**Ordinary Member 2**  
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 Chris Wilson  
 Lisa Bayliss  
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\*Delegates as at 20 February, 2021

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 PRESIDENT  
 NTPA Office



**LISA BAYLISS**  
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 Police College



**CHRIS WILSON**  
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 Command Training, Alice Springs



**CRISPIN GARGAN**  
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 OIC, Tennant Creek



**LEE MORGAN**  
 EXECUTIVE MEMBER  
 Major Crime



**TERRY SIMPSON**  
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 Territory Intelligence & Security  
 Division, Alice Springs



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 Police College



**ADAM SWIFT**  
 EXECUTIVE MEMBER  
 Darwin Station

## NTPA STAFF MEMBERS



**AMANDA NOBBS-CARURO**  
 Legal Officer



**STEVEN LANGDON**  
 Northern Field Officer



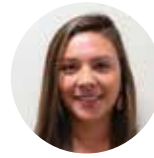
**PETER STOWERS**  
 Southern Field Officer



**GREG ROBERTS**  
 Communications Officer



**TESSA PRINGLE**  
 Executive & Compliance Office



**ZOY KELLAWAY**  
 Administration Officer



**CARLY DONLON**  
 Administration Officer

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 Brett Cottier  
 Joshua Cunningham  
 Kieran Wells  
 Owen Blackwell  
 Simone Peterken  
 Terry Simpson

### WELFARE COMMITTEE

Paul McCue (Chair)  
 Crispin Gargan  
 Brett Cottier  
 Ian Nankivell  
 Lee Morgan  
 Terry Simpson



# THANK YOU

**A New Year, the challenge remains.**

**2021 will continue to see enormous sacrifice by our Police Officers, Aboriginal Community Police Officers and Police Auxiliaries.**

**We are proud to represent each and every one of them.**

Many have had to sacrifice time off, have been forced to work away from their families, and have been on the frontline to a silent enemy. The policing landscape has changed indefinitely.

But other day to day policing does not stop, and the need from government to maintain a strong focus on why police attrition has spiked has never been so important. They simply cannot afford to ignore this.

Strong leadership is needed, one which sets the example, and listens to those on the ground, those on the frontline. Ignore them, you ignore your most valued asset, you lose their trust.

These are early days in what is a long road ahead of being at the ready.

We continue to thank those officers and their families for all they are doing for our community.

We also thank every frontline worker out there keeping us safe across the Territory.





Northern Territory Police Legacy

# Run 4 BLUE

\$35 per person | Registrations open 1 March 2021

## HOW FAR CAN YOU RUN?

Challenge yourself, your friends, your family or your colleagues. Every kilometre you do will help raise money to help the families of fallen police officers.

You can walk or run – any distance, anywhere, any time. Just register online; then pick your time and place, and start your Run 4 Blue!

Register at [run4blue.net](http://run4blue.net)







«  
*The Government  
 agreed to a one-off  
 boost in the budget  
 of \$20M in July 2020  
 to assist border  
 protection, including  
 66 additional frontline  
 Constables.*  
 »



**Paul McCue**  
 President

## POLICING THE NEW NORMAL

### IT COMES DOWN TO NUMBERS

*With 2021 kicking off in much the same way we left 2020, it is safe to assume our way of life, and the policing environment, has changed for the foreseeable future.*

*As we have seen interstate, it only takes one person to shut down entire suburbs, council districts or cities, so we must remain as attentive as possible in the COVID era.*

#### **WHAT DOES THAT MEAN FOR OUR POLICE?**

It means ongoing sacrifice, and decision making which impacts not only themselves, but also their families. At a moment's notice, our members can be directed to assist in shutting

down borders, securing remote communities, and putting themselves on the frontline of an invisible enemy.

At the height of the initial response to the pandemic, we saw widespread leave cancelled, rosters changed, and members locked down to remote communities along with their families. While this has occurred previously during climatic events such as cyclones and floods, this was different, with no end date in sight.

The Government agreed to a

one-off boost in the budget of \$20M in July 2020 to assist border protection, including 66 additional frontline Constables. These recruits are now in training and will be a welcome boost to the stretched frontline.

In reality though, the threat is here for the long term, the threat that at anytime we could be back in lockdown, with police on our borders and biosecurity zones re-established. As is generally the case, the government look to the blue uniform to take the lead.

Several interstate police forces have recognised this, with heavy recruitment campaigns underway to boost frontline capability. The Government cannot afford to be complacent in their commitment to policing resources and must commit to ensuring the 66 positions funded for COVID are ongoing, in addition to exceeding regular attrition.

Anything less will leave us once again underprepared for the next wave, a situation the community, and our members, cannot afford.



**Steven Langdon**  
Northern Field Officer

«  
*Like always, if you have any questions please feel free to give me a call to discuss. Remember approximately 98.5% of the NT Police Force are members and you are most likely not alone with your question.*  
»

# NORTHERN FIELD OFFICER'S REPORT



*Writing this article, 2020 was the year that we will never forget as it has changed the way we as people will interact with the world for the foreseeable future.*

*“That COVID” as the pandemic become known to many of our clients, placed enormous pressure on our membership like nothing before it. Although there were little issues here and there, our membership reacted to the ever-changing Policing environment as quickly as possible providing*

*protection to the people of the NT. As a member of the NT community I thank all our members for the effort during these extraordinary times. As I write this article the vaccine is closer to deployment, however I believe that the pressure on our members will last through 2021.*

Over the last half of 2020 I worked closely with the People and Cultural Reform Command as the groundwork for the resource allocation model (RAM) begun. The RAM is fully endorsed by the Commissioner and the first part for my role was to get to the two member stations along with a Police Housing representative, so

we could take stock of what already existed, as well as look for additional housing stock to assist in achieving the extra members. Although we still have work to do in this space it was fantastic to see the response from the community, with the West Arnhem Shire Council reaching

out to the NTPA to have a meeting themselves. Although some areas are still a work in progress, others are moving forward and will see Police housed in approved dwellings as they are completed. As mentioned, some are still under progress, but others are well underway with the third, or additional member already advertised at several stations: Lajamanu, Adelaide River, Mataranka, Pine Creek, Borrooloola and Yuendumu. This work will continue, and I am sure members will be watching the gazette as several coastal locations come up.

Even with COVID upon us several delegate positions were filled toward the end of 2020. That said no sooner did we have new members then we lost some to transfers, promotions or resignations.

During the first quarter of the year I will work with the remaining delegates to hold a regional meeting whereby all members can attend and discuss issues that they would like information on. In doing so those regions that are now down on delegate numbers can have members with an interest, volunteer to take a position.

Many members have expressed interest to me about becoming a delegate and have questioned what they would need to know. Simple answer is the desire to look out for your mates and have an interest and passion for the industrial instrument which guides our workplace.

If COVID hadn't changed the face of the general work routine a new delegate training package would have been ready to roll out. That didn't happen in 2020 and I am hoping that 2021 we can roll this out to those volunteers that have stuck their hand up to help out their fellow colleagues.

Like always, if you have any questions please feel free to give me a call to discuss. Remember approximately 98.5% of the NT Police Force are members and you are most likely not alone with your question.

February 2021 also marks 2 years for me as the Northern Field Officer of the NTPA. I have managed to visit many remote stations during this time and have visited members and taken a few photos for the magazine as I have gone along. I have managed to get to nearly every station in the Territory (except a few desert ones, thanks Pete for taking holidays) and look forward to getting out and catching up with members again during 2021.

I wrote this in my first article for the NTPA and believe that after the year 2020 that was, and we are not clear of the current pressure placed upon us – "Please remember, we have all chosen a career that takes us to many highs and many lows as we progress through the years. Pay attention to what others are going through and don't be afraid to step up and ACT, it takes a brave person to act on the behalf of another – it could save a life". PTSD has finally been recognised as a work-related issue, many have suffered in silence, please don't let it be you or your mate in blue beside you.

Feel free to contact me at the office, by email or by phone at any time if you have any questions or queries that you think I can help with.

**email me on**  
**[steven.langdon@ntpa.com.au](mailto:steven.langdon@ntpa.com.au)**  
**or phone**  
**0428 881 652.**



*I wrote this  
in my first article for  
the NTPA and believe  
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PTSD has finally been  
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please don't let it be  
you or your mate in  
blue beside you.*





**Peter Stowers**  
Southern Field Officer

«  
*As the sole full-time employee of your Association here in Alice Springs and surrounds, I continue to encourage you to give me a call or drop me an email about any concerns you may have.*  
 »

# SOUTHERN FIELD OFFICER'S REPORT

*Congratulations Chris Kilian and Bindi Burnell on being awarded the Australian Police Medal (APM) in this year's Australia Day honors list.*



*Chris Kilian and Ian Davey 40th Year Celebration*

***It is long overdue that long serving members on the front line get recognised for what they do day after day to help and support others. For the many years of dedication and professionalism to the job, you are both worthy recipients of this amazing honor.***

As the last remaining members of their squad, on Tuesday 2nd February to celebrate their 40th Anniversary, Chris Kilian and Ian Davey sat down and treated themselves to a few quiet beers and shared a meal with their better halves.

Apart from lots of reminiscing and tall tales, they both sat staring down what was probably

an undrinkable, 'Squad 38' commemorative bottle of port. At the end of the night the unopen bottle was safely returned to the china cabinet. Doing the hard yards shoulder to shoulder with the troops is a grand achievement. With eighty years of combined experience, any junior member would be lucky beyond words to have either of you as their mentor. Congratulations!

2020 was certainly not your average year, I have nothing but the deepest respect in how the membership stood up and responded. Even under extreme pressure you all somehow managed to remain calm and effective

and get on with the job that needed to be done.

As the sole full-time employee of our Association here in Alice Springs and surrounds, I continue to encourage you to give me a call or drop me an email about any concerns you may have. The decision over two years ago to place full time Association representation in Southern Command was done so on the basis of recognising the very unique and challenging environment our members are working in down here.

I am honoured to continue to represent you both in Alice Springs and surrounding remote communities and currently



Darren Masters, Pete Stowers (NTPA), Maddie Bail (Housing Officer), Julie Frost and Xhenita Zendeli, during January Housing inspections in Yulara/ Mutjula



OIC Strike Force Viper Rob Jordan



Alex Brennan, Rebecca Hockey, Steve Edgington MLA and Pete Stowers (NTPA)

there are a raft of matters being tabled by the Police Association to senior police management to which I continue to lobby for on a regular basis .

Here in Southern and the Barkly the NTPA has a very robust representation. Consisting of six NTPA Executive members, two of which are Office Bearers, and nine Regional Delegates. Certainly, there is no shortage of those who are available and willing to stand up and support the membership. It is times like this that we see the value of being a member of the NTPA. From a PFES perspective we also have Welfare and Support Officer, Brodie Anderson and Work Health and Safety Officer Steve Haig. Both of whom are driven and dedicated to fervently advocate whenever

our members' welfare is needed.

With the ramping up of recruitment the requirement to source more housing in Alice Springs and across the Territory is a given. I, along with other NTPA representatives have been flat out inspecting and sourcing suitable accommodation. In this difficult rental market, this has proved challenging, however we will continue to support the best possible available housing in line with the appropriate guidelines.

The NTPA's position is simple, if there are no suitable houses available alternative arrangements are to be made until something suitable comes up. Even if it involves delays in transfer or that members be accommodated in serviced apartments or

hotel accommodation.

During a visit to the Barkly Region I managed to catch up with this old salt of the earth Steve Edgington at a Community engagement sausage sizzle at Peko Park Tennant Creek. Correct me if I am mistaken Steve is the only member, who has served in the Barkley Region at every rank from Probationary Constable to Superintendent. Since leaving the NT Police Steve has served as the Mayor of Barkley / Tennant Creek and was successful in the last NT Government Elections, now serving as the MLA for Barkley.

Youth crime peaked much earlier than anticipated requiring additional staffing from Darwin. Considering the ongoing staffing issues, it is a credit to our Southern Crime members

and General Duties response that they have managed to hold off the peak for as long as they have. Late last year Snr Sgt Rob Jordan APM arrived in Alice Springs to set up Strike Force Viper. Rob and his team hit the ground running and quickly made significant inroads into flattening the curve. I have been told that without the additional numbers youth crime would have continued to spiral out of control. Which confirms the obvious, that if we had the required staffing committed to both proactive and reactive responses, youth crime would not have escalated as it has. Rob has since returned to Darwin and the OIC reins have been handed over to a very capable and experienced Detective, Evan Kelly.



**Crispin Gargan**  
NTPA Treasurer and  
Executive Member

«  
*Being an active member of the Executive will provide you with developmental opportunities, improved communication skills, exposure to and the opportunities to influence senior levels of government as well as the NTPF department executive and at times, great levels of satisfaction of achievement.*  
»

# WHY BECOME INVOLVED?



*May this year will mark off 9 years as the Treasurer of our NTPA and bring an end to my tenure as a representative for the NTPA, after ten years on the Executive.*

***I have taken the decision to stand aside from the role at this year's election cycle to enable an opportunity for regeneration of the executive, proper succession planning and for personal health reasons.***

My first memories of NTPA activity in my career are from

a branch meeting held in Alice Springs in the old police station in 1995 shortly after I started in what I feel like was a meeting around a proposed salary agreement. It wasn't really until 2004 when I was stationed at Casuarina that I became more cognisant of the role the NTPA played in negotiating our

conditions, and being able to stand against that of the wishes of the government of the day. Until then like most members I suspect, even to this day, my membership was based around the concept of an insurance policy. An attitude that to my experience is far from doing any justice to the role the

NTPA plays in a day to day function for our membership. Becoming involved as a branch official and then on the executive as both an executive and office bearer opens one's eyes to what services your NTPA really offers, and the list is so much more than just an insurance

policy or wage negotiations. They include the key pillars of Industrial advice and assistance, provision of legal services for disciplinary, industrial and workers compensation matters, assistance on housing issues, and the welfare of members and their families, not to mention the member benefits provided from many of our key partners.

For those considering becoming an active branch member or nominating for the executive, I encourage you to seriously consider doing so. The personal and professional benefits are significant and well worth the time and commitment that it takes to do so.

And believe me, that personal and professional commitment to doing so is significant. You will be and are expected to be available for monthly Executive Meetings held in Darwin, out of session teleconferences as required, during and including after hours to our membership base to assist for any myriad of enquiries and needs. Be it to just answer a phone call for a vent, off the cuff advice or a friendly and confidential ear. To assist in a welfare role, internal disciplinary assistance, an advisory role, or attending any number of internal NTPF functional group advisory executives as an NTPA representative.

The list of opportunities to represent our membership is as extensive as it is diverse.

Branch officials are provided training through annual development days and provide assistance through our field officers wherever required. New executive members are assigned mentors and provided training around obligations of being an executive member through the Registered Organisations Commission (ROC) online portal as well as being provided opportunities to attend the Australian Institute of Company Directors course both locally and interstate when available. Executive training days are held annually and include components of financial training and the roles and responsibilities of being on a board of directors.

As I look back over the past 10 years on the executive, some of the achievements and improvements of our NTPA that I have had a personal stake in include:

- Maintaining, and improving our conditions and wages.
- Maintaining our strong and independent financial position, maintaining, and improving our conditions and wages over a prolonged duration against worsening economic and political conditions in the NT.
- Digitalization of communications, including the recent purchase and implementation of a new membership focused data base which will significantly improve internal and

external communication and assistance to our membership.

- Increasing staffing over the years to include a Southern Field Officer, a Communications Officer and an Administration Assistant in our Darwin office. The purchase of and moving of office to Salonika Street in 2014.

There are many other smaller and intangible outcomes too long to list that I take pride in having involvement in as I step away from the Executive, whether it be the assistance provided to our members, regions or the membership as a whole.

Being an active member of the Executive will provide you with developmental opportunities, improved communication skills, exposure to and the opportunities to influence senior levels of government as well as the NTPF department executive and at times, great levels of satisfaction of achievement.

Another valuable aspect of NTPA involvement is how it opens you up to experience a different side of policing. Including learning valuable knowledge around HR issues, legalities, restrictions and values of consent agreements. Not only does it improve your understanding of workplace issues, but it is valuable to anyone who might consider moving from a front line to a management role within the

agency, be it present or future.

I would like to take this opportunity to thank all the current and former staff as well as branch and executive members for your dedication, hard work, support and advice during my time on the executive. That list is long but making special mention to current CEO of the Police Federation of Australia, Scott Weber APM, NTPA President Paul McCue, Life member and former NTPA President Vince Kelly APM, NTPA Life members and current serving Executive Members Owen Blackwell and Chris Wilson, current NTPA Senior Vice President Lisa Bayliss, former NTPA executive members David Cubis, Gowan Carter and Steve Martin. As well a special mention to the long serving and suffering staff member, current Executive & Compliance Officer, Tessa Pringle, and our Bookkeeper, Steve Hanton.

As well as thank you to our major sponsorship partners, Police Health, Police Credit Union and Fleet Network for your ongoing support. Not to mention the pivotal support provided by our partners TGB lawyers, and our accountants, Basso Newman.

I will always look back on my tenure on the NTPA Executive as your representative with great pride and remain ever humbled on being honoured with Life Membership of the NTPA in 2020.



***For those considering becoming an active branch member or nominating for the executive, I encourage you to seriously consider doing so. The personal and professional benefits are significant and well worth the time and commitment that it takes to do so.***



**Greg Roberts**  
Communications  
Officer



## GREG ROBERTS

**COMMUNICATIONS OFFICER**

*I am excited about taking on the role of communications officer for the NTPA.*

*The NT police are facing important challenges currently and I think it is important that the industrial rights and welfare of members is protected.*

«  
*I want to use the skills I have gained in a 20-year career as a journalist and communicator to help the NTPA work for the benefit of members and highlight that work.*  
»

I want to use the skills I have gained in a 20-year career as a journalist and communicator to help the NTPA work for the benefit of members and highlight that work.

The work the NT Police members do around the Territory's towns and remote areas is incredibly important. I have developed a respect and admiration for the work of police during a journalism career that has involved working around the nation and internationally. That includes time as a police and emergency services reporter for Australian Associated Press in Melbourne, often writing about Police Association issues there. I was until recently the Northern Territory correspondent for AAP from 2018.

I also love the NT and its unique and diverse characteristics and natural beauty.



## AMANDA NOBBS-CARCURO

**LEGAL OFFICER**

*Amanda is a long term Territorian completing her education, raising a family and working in the justice system in Darwin.*

*Amanda has a legal background with a Bachelor of Law and Graduate Diploma in Legal Practice and is an Admitted Legal Practitioner to the NT Supreme Court. She also holds a Bachelor of Economics, Graduate Certificate in Public Sector Management and is a certified Mediator.*

Amanda has worked in the NT courts system for over eleven years as a prosecutor and managing prosecutor for Summary Prosecutions, she has four years' experience in the Northern Territory correctional system specifically in youth justice from the diversion program development and

management to detention and case management. Amanda has a wealth of experience in the justice system and also brings with her extensive experience in strategic management, compliance and governance through her senior management roles at Licencing NT and Strategic Policy and Governance with the Northern Territory Government Department of Tourism Sport and Culture.

Amanda has a strong ethical alignment to the law to ensure all people receive a fair, transparent and practical level of service that aligns to the legal framework, natural justice and the individual's legal rights.

«  
*Amanda has a strong ethical alignment to the law to ensure all people receive a fair, transparent and practical level of service.*  
»



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# LET'S TALK ABOUT TALKING TO SOMEONE...

**Police in Australia have been at the frontline of the battle against COVID-19 for almost a year. Even the most resilient officers can be affected by stress and trauma related to their work, as well as other life challenges.**

*Not only have you had your own personal worries related to the effects of the pandemic, you've been dealing with an increasingly frustrated and emotionally exhausted public; tensions are high, making your job even harder.*

The pandemic has changed the way many police and auxiliary workers perform their roles – some officers are working from home and having to juggle home schooling with policing, while suddenly being around their partner 24/7. Others, who are still physically going to work, are missing their work-life balance with no downtime to socialise and decompress after a shift.

Now, more than ever, it's important to safeguard your mental health and make sure you 'empty your bucket'.

With Police Health, you're covered to access a counsellor, psychologist or psychiatrist, depending on your needs.

## WHAT'S THE DIFFERENCE BETWEEN A COUNSELLOR, PSYCHOLOGIST AND A PSYCHIATRIST?

### Counsellors

- Use talk-based therapy to help develop self-understanding and make changes in your life.
- Help to gain perspective, develop coping strategies, increase self-awareness.
- Counselling can be individual, couple or family based.
- Referral not required but benefits can only be paid when a counsellor is accredited and registered with the fund (further information below).

### Psychologists

- Use scientific methods to study the factors that influence human behaviour i.e. how we think, feel, learn and behave.
- Help with depression, anxiety, behavioural problems, addiction, pain management, insomnia, trauma and grief, learning difficulties, stress management, improving confidence, personal growth, eating disorders, and relationship problems, separation and divorce.
- Referral not required; however, a GP can refer you to a psychologist as part of a Medicare funded treatment plan (further information below).

### Psychiatrists

- Treat complex and serious mental illness and have a deep understanding of physical and mental health and how they affect each other
- Help with complex conditions such as severe depression, chronic fatigue, postnatal depression, chronic pain management, schizophrenia, bipolar disorder, suicidal thoughts, PTSD and ADD
- Referral from GP required.

### The four main differences between psychiatrists and psychologists are:

1. Psychiatrists are medical doctors, psychologists are not.
2. Psychiatrists can prescribe medication, psychologists can't.
3. Psychiatrists tend to treat complex and serious mental illness, while psychologists tend to treat less serious conditions.
4. You need a referral from your GP to see a psychiatrist, while you don't for a psychologist.

### Working together

Psychiatrists, psychologists and counsellors often work together. A psychiatrist might make an initial assessment and diagnosis, then refer you to a psychologist or counsellor for ongoing psychological treatment (talking therapy).

Psychiatrists and psychologists also work together in hospital and out-patient rehabilitation, as part of mental health teams.

### Who should I see?

If you are unsure who you should make an appointment with, talk to your GP. Depending on your unique situation and the type of treatment you need, they can give advice about whether a psychiatrist, psychologist or counsellor is right for you.

## WHAT IS THE DIFFERENCE BETWEEN USING THE PUBLIC HEALTHCARE SYSTEM AND PRIVATE HEALTH INSURANCE?

### Counselling

Police Health pays benefits towards counselling when the counsellor is accredited by the Australian Counselling Association (ACA) and/or the Psychotherapy and Counselling Federation of Australia (PACFA) and registered with the fund. Search for one near you at <https://policehealth.com.au/find-provider-page>. With Extras cover, in the Northern Territory, our Counselling Consultation benefit is 80% up to \$80.00 per session up to an Annual Maximum of \$850 (combined Annual Maximum with Psychology)\*. Medicare rebates are not available for counselling.

**Psychology**

In Australia, your GP can refer you to see a psychologist as part of a Mental Health Treatment Plan, which is funded by Medicare. This entitles you to up to 10 individual and 10 group appointments, but you must have a review with your doctor after the first 6 appointments.

Police Health also offer benefits towards Psychology consults, however, be aware that if you are claiming benefits through Medicare you can't double dip and also claim benefits through private health insurance.

Here's how Police Health's Psychology benefits measure up against a sample of some of the big funds.\*

In Northern Territory...	Police Health Rolling Extras	BUPA Top Extras 90	Medibank Top Extras 90
Psychology Benefit Examples	Subsequent visit – \$237.30	Subsequent visit – \$100.00	Subsequent visit – \$86.40
Psychology Annual Maximum Examples	\$850 (combined Annual Maximum with Counselling)	\$750 per person	\$500 per person

Information from the relevant Private Health Information Statement published on PrivateHealth.gov.au as at 20 January 2021

Police Health also lets you Rollover unclaimed Psychology and Counselling Annual Maximums from one calendar year to the next, meaning you could have access of up to \$1,700 as a Rollover Maximum for Psychology and Counselling if you are not paid a benefit for psychology and/or counselling services in the previous year.\*

**Psychiatry**

Through private hospital cover, Police Health pay benefits towards psychiatrist treatment when a member is admitted to hospital and becomes an 'in-patient'. In-patient medical treatment that attracts a Medicare payment is generally eligible for relevant health insurance benefits, depending on the specifics of a patient's health insurance policy.

However, if a member is treated by a psychiatrist as an 'out-patient' (no hospital admission), no private health insurer is able to pay a benefit. A Medicare benefit may or may not be available. No Extras benefits can be paid towards a psychiatry appointment in the same way you cannot claim benefits to visit your GP.

\*Waiting periods and other conditions may apply – please call 1800 603 603 for further information

**Costs**

As treatment for mental health is usually an ongoing process, we recommend you discuss this with your provider and contact Police Health before commencing treatment, so you have informed financial consent.

**WHAT SHOULD I EXPECT WHEN GOING TO SEE SOMEONE FOR THE FIRST TIME?**

While the idea of going to talk to a professional the first time may seem daunting, the process is no different than your first appointment at the GP or the dentist. When you check in with the receptionist, you'll likely be asked to complete a personal information and medical history form while you're waiting. You'll then be called into your appointment when the practitioner is ready. If your therapist has a home practice it may be a more casual environment.

It's important to remember that you do the work in these sessions. Some members find it easy to talk about how they are feeling straight away, but for others it takes time. The therapist will typically ask certain questions about you and your life, to allow them to make an initial assessment of your situation. These questions may include:

- Your personal history and current situations at home or work.
- Why you are seeking treatment.
- Your current symptoms (insomnia, appetite changes, etc.).
- There are a few things you can do to make your first session as successful as possible:
  - Be open and honest about your feelings when you respond to questions.
  - Prepare for the appointment by listing the reasons you're seeking help and how they make you feel. This may help you describe the issue to the therapist.
  - Ask questions – the more you understand how the therapy process works the more comfortable you'll be.

Everybody has a different personality and a different style of communication; it's important to find someone you feel comfortable with. If you don't click with the first person you see, we urge you to try again with a different provider. There's someone out there to suit everyone.

**At Police Health, we identify the need for our members to have excellent access to mental health services, which is why we were one of the first private health insurers in Australia to introduce counselling benefits. Having looked after the health and wellbeing of the police community for 85 years – we understand the demands of front-line work more than any other insurer.**

**Give our friendly team a call on 1800 603 603 if you'd like to see how we stack up against other funds.**

If you would like further clarification on what benefits are available to you as a member of Police Health, please get in touch.

**If you or someone you know needs help:**

**Lifeline 13 11 14**

**Beyond Blue 1300 224 636**

Please note: some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor. The views expressed in articles are not necessarily those of Police Health.



# HOW WAS MY WEEK?



**A SUICIDE, A ROAD FATALITY  
AND TWO DEATH MESSAGES  
HOW WAS YOURS?**

Talk to someone. We're all in this together.



# HON. NICOLE MANISON

.....

**MLA,  
MINISTER FOR POLICE,  
FIRE AND EMERGENCY  
SERVICES**

**Nicole Manison**  
Police Minister



*Last year was certainly unprecedented and tough for everyone, and sacrifices were made by many.*

***However, far and away the biggest sacrifices were made by you – our absolute frontline in the efforts to protect Territorians.***

Policing itself is tough at the best of times, but never more so than with the challenges that were thrown our way in 2020. I am proud of everyone's effort and thank all members for the sacrifices that have been made. You have had to miss out on leave, be away from your family and work long hours to ensure we could deliver the COVID-19 response that has been nation-leading.

Looking forward in 2021, there are still challenges being presented by COVID-19 and we will continue to vigilantly assess evolving situations as we want the NT to remain the safest place in Australia. However, there is also the promise of a vaccine rollout and you will be eligible to be in the first tranche of recipients as our "frontline of the frontline".

It has been a tough period and you have gone above and beyond. You have taken redeployments and covering alternative and extended duties

in your stride to ensure our borders could be manned. I'm pleased that normal rostering timeframes have now been able to largely return.

The Association made it plain to me that you wanted more efforts around continuous recruitment and we are delivering on that. We will soon see the first new Constable squads for the year graduate, to be followed by another large squad now at the college. This will be complemented by two new auxiliary squads and one of Aboriginal Liaison Officers. A big thanks to the College staff – they are doing an outstanding job.

As Minister, I am absolutely committed to ensuring we continue to have strong numbers and a record budget so you get what you need to do your job. I know there has been a lot of debate around attrition, but our numbers have not been out of the ordinary and in a year when we have had other jurisdictions aggressively trying to recruit NT Police, having some members move interstate to be closer to their families during this pandemic was of no surprise.

Again, this is why as Government we know we must do everything we can to make the NT Police well-resourced and a great organisation to be part of.

We have a big agenda ahead in 2021 with work that I believe will support you on the frontline. We are putting in place more measures to help you deal with property offenders and crime committed by youths. We have Nightcliff Police station nearing completion, Ngukurr underway and we have secured a fantastic new site that will allow for future expansion of the Maningrida Police Station and new housing that will cater for future growth too.

It's always a pleasure to witness positive recognition for your members, whether it be from a community, or the recent commendations from the Governor-General announced on Australia Day. I was delighted for Senior Constable Christopher Kilian and Senior Constable First Class Bindi Burnell as this year's Australian Police Medallists and also Sergeant Erica Gibson, the NT's Local Hero as part of the Australian of the Year

Awards. They are all exemplary role models and thoroughly deserved the recognition of their peers, the Territory and the Nation. Well done!

I'll be heading out again over the coming months to visit stations and no doubt will meet a lot of you all across the Territory. It's always so valuable to hear directly from the members, to have that firsthand insight to what's important and understand any challenges that may be creating barriers. Have no doubt that this feedback always has a big impact on me.

The way you've faced the challenges in addition to COVID-19 reinforces to me every day the quality of the people in our Police Force. The commitment to finding and implementing solutions for our communities is second to none.

Again, I thank you all for your efforts. I also extend a huge thank you to your families who support you to do your important job.

I wish you all the best for 2021 and look forward to seeing you all.



**Lia Finocchiaro**  
Shadow Police Minister

# LIA FINOCCHIARO

.....

**MLA,  
LEADER OF THE OPPOSITION  
AND SHADOW MINISTER  
FOR POLICE**

*As 2020 fades further into the rear-view mirror, we have an opportunity to reflect on the hard work of the past 12 months, particularly with the urgent and unprecedented agency response that was required of you all to deal with the COVID-19 outbreak.*

***I know many of you are exhausted. Many of you have had your recreation leave postponed or cancelled, or spent time away from your families manning biosecurity or Border Check Points.***

To those dedicated officers who sacrificed time off with their families to keep the community safe over the Christmas and New Year holiday period, we thank you. I hope there's a much needed reprieve on the horizon for you all.

Now it's time to look ahead to another busy year, managing the global pandemic response,

«  
***To make a bad situation worse, for the six months from July to January more than 60 officers left the force.***  
»

but also ensuring you have the resources and backup you need to continue your core business of serving and protecting the people of the Northern Territory.

My CLP Opposition team is committed to keeping the pressure on the Labor Government to make sure you have everything you need to fulfil your operational duties effectively and efficiently. I will continue to advocate for meaningful change on the key policing issues your President, Paul McCue, raises on your behalf.

We know crime, and youth crime in particular, is not a new issue. What has been highlighted over the last few months is just how ineffective the Labor Government's changes to the Youth Justice & Related Legislation Amendment Act have been.

During the December Budget Estimates process, the CLP Opposition uncovered a number of facts, including that half of all youths arrested

last financial year were on bail at the time of their arrest. This proves the current system simply isn't working.

A few weeks ago, your President slammed the Gunner Labor Government's bail laws as "weak" and demanded "real action" on the issue of youth crime. We heard the message from your Association loud and clear and now it's time for the Chief Minister to act in response to your concerns.

As a priority, we need to strengthen bail laws with a presumption against bail for repeat offenders and those arrested while already on bail. The CLP Opposition will be putting as much pressure as possible on the Gunner Labor Government to make this change immediately, to reduce crime and reduce the burden on police.

To make a bad situation worse, for the six months from July to January more than 60 officers left the force. Ever increasing responsibilities, lack of planning and insufficient commitment to

retaining and recruiting police by the Government has let both you and Territorians down.

This is unacceptable and we need to move to continuous recruiting. More importantly, we need to make more of an effort to look after each of you. With that in mind, I will keep up the pressure on the Government to fulfil its promise of a review into the internal discipline system, which the Police Minister promised would take place within the first 12 months of a newly-elected government. Well, we're six months into this term now and have seen no progress.

We also want to see a focus on remote policing by working with the Federal Government to secure additional resources to ensure that housing and amenities meet contemporary requirements.

I look forward to continuing to work with your President and Executive to ensure your concerns are being heard and the Gunner Labor Government is being held to account over key policing issues.



# WELCOME TO THE TERRITORY POLICE FAMILY!



AUXILIARY SQUAD 66





**Graduated Friday  
18 December 2020**

- Luke ALBERT
- Stephen BARTLETT
- Tahlia CLANCY
- Veronica GARRIGAN
- Romney JULICHER
- Mark PIPER
- Yasmin SIMMONS
- Rhys STEWART
- Allison WEBER
- Daniel WILSON
- Leanne FANNON
- Melanie HUDDY

**AWARD WINNERS**



**Most Dedicated Trophy**  
Allison WEBER



**The Commissioner's Trophy**  
Romney JULICHER

# HOW ARE YOU GOING?

~~NOT TRAVELLING VERY WELL, FRANKLY~~

~~HAVEN'T SLEPT PROPERLY FOR TWO WEEKS~~

~~GOT A TIGHT FEELING IN MY CHEST~~

~~I FEEL LIKE SOMETHING BAD'S GOING TO HAPPEN~~

~~I'VE GOT THESE ACHES AND PAINS - DON'T KNOW WHY~~

~~I FEEL SAD ALL THE TIME~~

~~MY HEART'S POUNDING~~

~~CAN'T SEEM TO CONCENTRATE LIKE I USED TO~~

~~I'M ANGRY AND IRRITABLE WITH EVERYBODY~~

# FINE, THANKS.

e

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Bentley



# "UNLIMITED SICK LEAVE" FACT OR FICTION

*When someone is incapacitated for work by injury or illness, particularly for a prolonged period, their mind will often turn to how they can continue to support themselves and their loved ones financially.*

**Many employees, particularly those who work in the private sector, have limited sick leave entitlements and it is not long before those entitlements are exhausted and they have no choice but to seek financial assistance from the Commonwealth Government through services such as JobSeeker.**

Members of the Northern Territory Police Force are somewhat insulated from these financial concerns given the current personal leave entitlements that have been negotiated by the NTPA on behalf of its members and further enshrined in the 2019 Consent Agreement. However, these entitlements are subject to certain limitations and requirements.

Part 42 of the Consent Agreement provides a member with paid personal leave on commencement of appointment. The member is to be paid personal leave where they are unable to attend duty due to personal illness, subject to satisfactory proof of their illness. The Part does not prescribe a cap on claimable sick days. On the face of it, a member might form a view they can continue to claim sick leave for

as long as they have a medical certificate from an appropriately qualified and registered health practitioner and therefore that their sick leave is "unlimited."

The concept of "unlimited" sick leave is one I would encourage members to reject. The entitlements provided for by Part 42 do not protect a member from facing proceedings pursuant to Part V of the Police Administration Act. If a member suffers from a physical or mental condition, and the Commissioner forms a view that they are either unable to perform their duties efficiently or satisfactorily or are not fit to discharge, suited to perform or capable of efficiently performing the duties they are employed to perform, the member may well receive a 'Notice of Inability' and ultimately be retired from the Police Force.

The member, of course, is able to dispute the view of the Commissioner and the outcome of such a dispute will often turn on the interpretation of the medical evidence commenting on the member's ability to currently work and/or to engage in duties in the future. It would be unwise for a member to believe that they can remain on paid sick leave

for an extended period of time without consequence. It is certainly possible that they, like many other employees, will find themselves in a queue at Centrelink seeking assistance if they are not medically able to work.

For this reason, I encourage members to consider how they might protect themselves financially, should they suffer a total and permanent incapacity for work.

I would recommend all members obtain independent financial advice. They should discuss with their advisor the possibility of taking out a policy of income protection insurance and consider what protections might be afforded to them through their relevant superannuation scheme.

Additionally, if a member is incapacitated as a result of an injury or disease arising out of or in the course of employment with the Northern Territory Police they should strongly consider lodging a workers' compensation claim pursuant to the Return to Work Act. If that claim is accepted, they will be entitled to receive weekly benefits at 100% of their normal weekly earnings

whilst totally incapacitated for all suitable work.

Any subsequent termination of employment pursuant to Part V of the Police Administration Act would not generally affect the ability to receive weekly benefits through the worker's compensation claim. Although a workers' compensation claim also has limitations on the period of time for which a member can claim for incapacity (generally a maximum of five years unless the injured member has a 15% whole person impairment or more), the claim will still give an added level of financial security that the member might not otherwise have.

It is important for any member injured through their work to formally notify the Northern Territory Police as soon as reasonably practicable and lodge a claim within six months from their date of injury. A failure to act in this timeframe will result in the member being statute-barred from making a claim – that is, they can lose the opportunity to make a claim at all. No member should avoid making a claim in the mistaken belief they have access to "unlimited sick leave".

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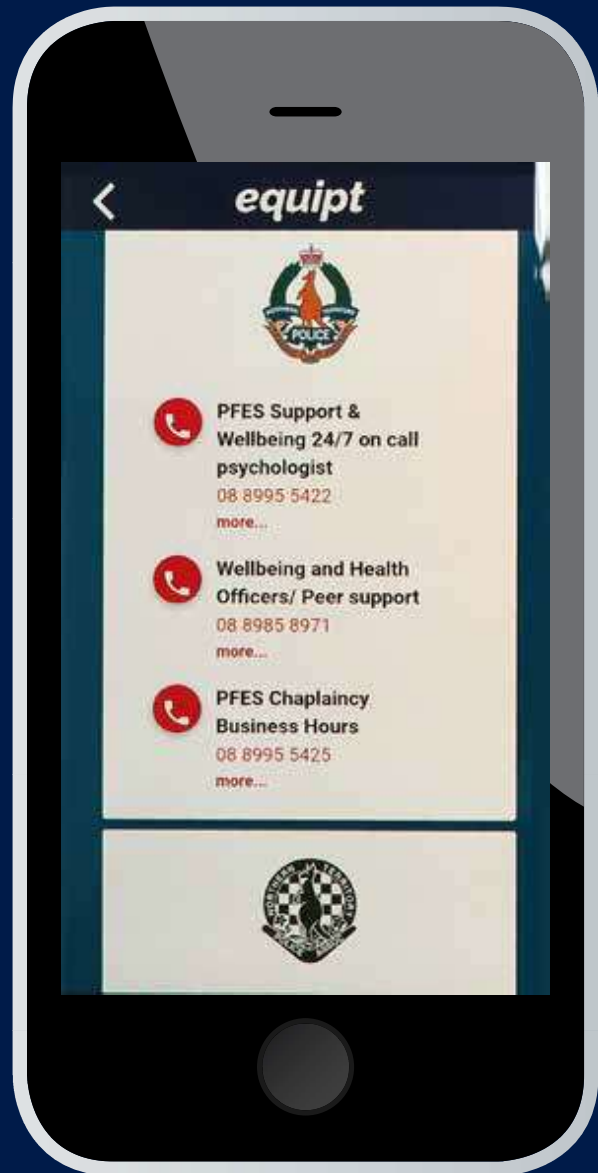
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Commissioner  
Jamie Chalker APM

«  
There are investigator and detective courses again allowing members to advance their careers in the investigative stream.  
»

## COMMISSIONER'S MESSAGE

*It's not too much of a stretch to say our community needs us more than ever.*

### ***From leading the COVID-19 response, to preventing and responding to crime.***

A lot rests on our agency and you, our people.

Project 2030 – Back to Basics – focuses its strategies on our community and our people.

We have taken, and are taking, significant steps in supporting our frontline.

Having foreshadowed members being attracted by the recruiting campaigns of other jurisdictions and the pull of family interstate in the COVID world we live in, we have ramped up our own recruiting.

By October 222 constables will have graduated from the

College in under two years. On top of this we are adding more auxiliaries, ACPOs and ALOs to our ranks. Our investment in our Aboriginal staff will help engagement with our communities.

The COVID pandemic led to an opportunity to ask the NT government for additional staff. We added 66 Constables, 30 ALO's and 20 public service positions to help the frontline.

The Territory Duty Superintendent positions have been restored. A position that is an integral part of our business.

We've reopened pathways and promotions for our members.

Promotions are now focussed

more on merit, allowing high performing members to be considered for a greater number of positions.

There are investigator and detective courses again allowing members to advance their careers in the investigative stream.

We hold regular meetings with the NTPA to keep its membership across all the initiatives and changes necessary to run a high functioning police force.

This includes the NTPA's representation in a working group to discuss the Regional and Remote Policing Strategy. Key factors are being addressed. Suitable accommodation for

members and their families and increasing establishment numbers to ensure member relief are two of the areas being addressed.

Access to the Commissioner of Police and the Executive has never been greater.

We want to make the Northern Territory Police Force a highly sought after place of employment.

We're a team and one that is held to high account but importantly high regard by the community we serve.

Thank you for all you do.

**JAMIE CHALKER APM**  
Commissioner

L to R – Karen Cheal NTPL Secretary, George and Emily Paradisis from NT Snack & Beverage Vending



# THE NT POLICE LEGACY



*On Tuesday 15th December 2020 NT Police Legacy held a Christmas Meet and Greet at Darwin Trailer Boat Club.*

***The year 2020 was both unpredictable and challenging at best, but the main message of the night was about bringing people together and strengthening their connections.***

At NT Police Legacy we feel it is all about our police family, so to get together with our Police Legatees, their families and our key stakeholders was ever so important. It was touching to see some new faces and catch up with some of the old ones.

Not even the traditional Darwin thunderstorm or power outage could dampen the mood! After the quick change of scenery

indoors we were able to get proceedings underway with a few speeches from Chair of NTPL Murray Smallpage APM, key stakeholders Commissioner of Police Mr Jamie Chalker APM, and Mr Paul McCue President of NTPA. NTPL appreciates the continued support and consideration from the NT Police and NT Police Association.

NT Police Legacy were also quite thrilled to be presented with a cheque from Paul McCue on behalf of the Police Federation of Australia for \$1,399.68 from the national registrations of the 'Wall to Wall' Ride for Remembrance event for 2020. With restrictions placed

on participation in 2020 there was a strong push for those who would have participated to still register. Receiving these funds is testament to the members and their ongoing commitment to supporting Police Legacy.

We would like to acknowledge and thank the departing NTPL Board of Management for 2020 for their contribution and support to NTPL and it's families, Mr Michael Murphy, Ms Joanna Kolodoziej and Ms Sarah Gotch.

NT Police Legacy relies largely on the donations of individuals and are grateful for the support from our NT Police contributors. Through your generosity we

are able to provide a service to those in the police family who have been affected by the loss of a loved one. If you would like to know more about how you can support us please visit our website <https://ntpolicelegacy.com.au/support-us/>

or email our Secretary Karen Cheal - [secretary@ntpolicelegacy.com.au](mailto:secretary@ntpolicelegacy.com.au)

Thank you Bek Ehmer of 'Ehmer Photography' who donated her time to capture this inaugural event for us.

You can find Bek at [www.facebook.com/ehmerphotos](https://www.facebook.com/ehmerphotos)



*NTPL Legatee Paula Braford and daughter Lily Tiffen*



L to R – Karen Cheal  
NTPL Secretary and Paul  
McCue NTPA



NTP Chaplain Pat King, NTPL BoM Kim  
Parnell OAM, NTPL Legatee Pauline Smith  
and Son Andrew Smith





L to R - Audrey Ko NTPL BoM, NTPL Legatees Teri Tyla and Demi Cubillo

«  
*At NT Police Legacy we feel it is all about our police family, so to get together with our Police Legatees, their families and our key stakeholders was ever so important. It was touching to see some new faces and catch up with some of the old ones.*  
»



L to R – NTPL Legatees Brigid Gregory and Pauline Smith



Paul McCue NTPA

NTPL BoM, Melinda Burnett, Ken Dwyer, Commissioner of Police  
Jamie Chalker APM, Kim Parnell, Murray Smalpage APM,  
Paul McCue, Audrey Ko, Karen Cheal



«  
*NT Police Legacy were also quite thrilled to be presented with a cheque from Paul McCue on behalf of the Police Federation of Australia for \$1,399.68 from the national registrations of the 'Wall to Wall' Ride for Remembrance event for 2020.*  
»



Ken Dwyer, Murray Smalpage APM, Kym Williams



**LAST NIGHT ON MY  
SHIFT I PULLED A  
THREE-YEAR-OLD OUT  
OF A MAJOR CRASH**



**NOW I'M HOME WITH MY THOUGHTS.**

You're not alone. Put your hand up. Talk to someone.



Members at Uluru



# REMOTE POLICING



*Great catching up with some of our hard working members in remote areas during the last week of 2020.*



*In what was a challenging year for all, remote officers were at the forefront of the COVID response, as well as responding to the day to day policing requirements.*

Thank you to Deputy Commissioner Michael Murphy APM who invited the NTPA on the visit to spend some time with officers and look over the various facilities in our remote areas.

With many of the stations and housing at a critical age, and investment needed for upgrades and new facilities, your Association will continue to lobby at a Territory and National level for funding to occur.

A big shout out to Alexandra in Yarralin who made what can only be described as the best lemon slice you will ever try. The recipe was kindly offered for publication and you will not be disappointed! Thanks again.



Members at Yarralin





## LEMON SLICE RECIPE

### CRUST

- 2 cups plain flour
- 1 cup butter
- ½ cup sugar

### FILLING

- 4 eggs
- 10 tbsp lemon juice
- 2 cups sugar
- 4 tbsp flour
- Pinch of salt

### DIRECTIONS

1. Mix 2 cups plain flour, 1 cup butter and ½ cup sugar to make a crumb.
2. Press into the base and a little up the sides of a medium roasting pan to make the shortcrust.
3. Bake at 180°C for 20 mins.
4. Meanwhile beat 4 eggs with the lemon juice, 2 cups sugar, 4 tbsp flour and pinch of salt.
5. Pour the lemon mixture onto the baked crust and then place back in the oven for another 25mins at 180 degrees.
6. Wait until cool to cut into bars and serve.

# FAREWELLS

..... BY SOUTHERN FIELD OFFICER PETER STOWERS .....



## JO FOLEY

.....

*On Friday the 29th of January at the Alice Springs Golf Club we said a fond farewell to Superintendent Jo Foley.*

***Jo joined the NT Police in September 1988, before many of our current members were even born.***

Prior to joining Jo was employed as a ClB administration officer. There is a saying, "be humble and let others speak of your achievements". I have known Jo for many years. Not only is Jo an outstanding investigator and

spell checker, she is generous to a fault. Not many would be aware of Jo's charitable and caring nature and the years of volunteer work that she does in the Northern Territory Palliative Community.

I wish you and Macca the absolute best for the future, have an awesome time sailing around the world on that flash as yacht.

«  
***Jo is an outstanding investigator and spell checker, she is generous to a fault.***  
»





Trevor being presented with his NTPA Wall Hanging

# TREVOR OWEN

*On the evening of Thursday the 10th of December 2020, at Silks -Fannie Bay Racecourse, we said goodbye to Senior Sergeant Trevor Owen.*

***Trevor and his wife will be retiring to kinder weather in Toowoomba Qld. Trevor joined the NT Police Force as a Watch House Auxiliary in 1993.***

He was a member of the first Auxiliary Squad to be gazetted to Alice Springs. At this time, recruitment for constables had been frozen for three years. In 1995 Trevor progressed to

constable on the first recruit course to be conducted in many years and by the time this eventuated, every constable in the force had at least four years' experience, with the lowest rank of Constable 1st Class.

Before joining the police, Trevor was a small business owner, operating the Penny Farthing bicycle store here

in Alice Springs. He was also a competitive bicycle racer and would often show up for work wearing those big sunglasses and skin fit colorful leotards and shaved legs. No one here was judging!

In January 2020 Trevor with humble pride gave me a guided tour around the new Palmerston Police Station and Watch house.

Touted as one of the best police watch houses in the country at opening, this was reaffirmed by the many visiting dignitaries and interstate colleagues who toured the facility. As the main driving force and ideas man, Trevor was instrumental in the design and leaves behind a great legacy for many years into the future. Good luck and all the best in retirement ole mate.



# THE SAVVY TRAVELLER

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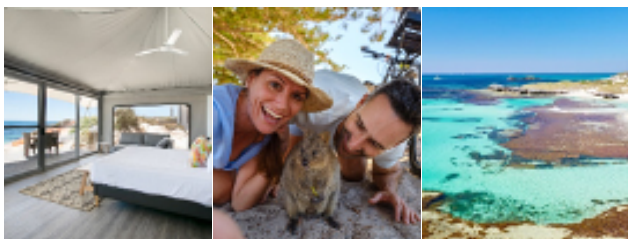
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# RESIGNATIONS & RETIREMENTS



NAME	RANK	DATE	REG NO.	CATEGORY
<b>ASTRIDGE, Martin John</b>	Sergeant	13/11/20	2027	Retirement
<b>GAVILLET, Scott Patrick</b>	Constable First Class	15/11/20	3495	Resignation
<b>THOMSON, Stephen Reginald</b>	Constable First Class	17/11/20	3557	Resignation
<b>DOGRA, Atul</b>	Constable	22/11/20	3732	Resignation
<b>JENYNS, Vini</b>	Auxiliary	6/12/20	4819	Resignation
<b>D'SOUZA, Roger Bernard</b>	Senior Constable First Class	14/12/20	1628	Retirement
<b>ELWORTHY, Erin Marie</b>	Constable	20/12/20	3687	Resignation
<b>PATERSON, Gianna Anne</b>	Constable	13/12/20	30127	Resignation
<b>PLUMEIER, Brett</b>	Senior Constable	11/12/20	2417	Resignation
<b>WILKINSON, Rachel Jane</b>	Constable	14/12/20	30056	Resignation
<b>SMITH-LESTER, Megan Elizabeth</b>	Senior Auxiliary	16/12/20	4560	Resignation
<b>TICCONI, Jake Rudy</b>	Auxiliary	11/12/20	4792	Resignation
<b>MOORE, Ellen Therese</b>	Senior ACPO	13/12/20	7365	Resignation
<b>ELLIOTT, Dean Francis</b>	Sergeant	10/12/20	2869	Resignation
<b>HILL, Stephen Kevin</b>	Constable First Class	31/12/20	3561	Resignation
<b>DECOURCY, Mark James</b>	Constable First Class	4/1/21	30004	Resignation
<b>CAMPBELL, Philip John</b>	Recruit Constable	1/1/21	30231	Resignation
<b>NICOLSON, Angela Kay</b>	Senior Auxiliary	26/12/20	4417	Resignation
<b>VIVIAN, Cameron Perry</b>	Constable First Class	8/1/21	2906	Retirement
<b>BRIGGS, Kylie Michelle</b>	Senior Constable	15/1/21	3259	Resignation
<b>GEORGE, Timothy Edward</b>	Senior Constable First Class	10/1/21	3122	Resignation
<b>SMITH, Tania Maree</b>	Senior Constable First Class	8/1/21	2453	Resignation
<b>WATERS, Craig Stephen</b>	Constable First Class	8/1/21	3246	Resignation





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