



POLICE NEWS

The Independent Voice of Police in the Northern Territory

JUNE 2021

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LOOKING TO BUY YOUR FIRST PROPERTY? LET'S UNPACK THE FACTS.

With international travel indefinitely stalled and property prices at an all-time high, you may be considering investing your savings into your first house. But, where do you start?

If you've chatted to family or friends, or have been doing your own research, you're probably feeling slightly overwhelmed with all the terms being mentioned and the overall process. Let's unpack some of these terms to get you started along the process.

First, you need to know how much you can borrow.

Your income, regular expenses and deposit amount will influence how much you can borrow to purchase a property. To estimate your borrowing power, use the 'How Much Can I Borrow' Calculator on our Police Credit Union website. This calculator can help form a realistic idea of what you'll need to include in your budget and the cost of repayments. Visit policecu.com.au/calculators

Stamp duty

Stamp duty is a general-purpose tax imposed on some written documents and transactions relating to property acquisition. Stamp duty must be paid to buy a property. You can check out details at nt.gov.au.

To get a good idea of what stamp duty can cost, jump on the Police Credit Union

website, and use our Stamp Duty Calculator. Remember, stamp duty can differ greatly between purchasing a block of land versus buying an existing property.

Lenders' Mortgage Insurance or a Family Guarantee

Typically, you need a 20% deposit to guarantee your success in securing finance for a property, however, Lenders' Mortgage Insurance (LMI) or a family guarantee can be useful if you have less.

A family guarantee (also known as a family pledge or a guarantor) can be immediate family members such as parents or siblings, who have enough equity in their property and can offer part of this equity as security for your loan, which can help increase your borrowing power.

LMI is insurance the lender takes out to protect themselves against any loss that may be incurred if you are unable to repay your loan. It's a one-off additional payment that's calculated based on the size of your deposit and how much you can borrow. LMI covers the lender, not you (or any guarantor), even though the lender will usually pass on the cost of LMI to you. It's also

important to understand that LMI is not mortgage protection insurance, this is a separate and additional cost to consider.

At Police Credit Union, we can offer some great home loan products if you have a 10% deposit and if you take out LMI or have a family guarantee.

Consider the comparison rate.

When you see an interest rate advertised for a home loan, you should also see a comparison rate. What does this second rate mean? The comparison rate reflects the actual annual interest rate, together with the loan amount, the term of the loan and the required repayments. It also includes many of the fees and charges associated with taking out the loan.

Making sure you find the right rate and product to suit your needs can mean finding significant savings. Compare the comparison rate of a product carefully to avoid being slammed with hidden monthly fees or big application fees. As a Police Officer, Platinum Members at Police Credit Union have access to an exclusive range of benefits including home

loans¹ with no monthly fees, no annual fees and no package fees, a saving of \$420!

So, what grants are available for first home buyers?

In Northern Territory, if you are buying or building a new home, you may be eligible for the First Home Owner Grant (FHOG) of \$10,000. You may also be eligible to gain up to \$18,601 off stamp duty until 30 June 2021 with the Territory Home Owner Discount. Find out all the details at nt.gov.au.

Got your budget sorted, considered the grants available and found your dream house? Now, let's find the right home loan for you.

We offer NT Platinum Members, personal one-on-one banking with our designated Relationship Manager, Jayde Hynes. Jayde has years of experience and can come to you, to help guide you through the buying process by providing free property reports, helping you understand how much you can afford to borrow and what your repayments could be. Send Jayde an email at jyhynes@policecu.com.au or call 0458 083 270 and she'll work with you to find a feature-packed home loan.

«
Police Credit Union helped me through the journey of buying my first home, helping me to understand every detail required to make this first and biggest purchase I've ever made. I'm so thankful for all their help.

Jeremy, current Platinum Member, quote was collected in November 2020

»



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WE'RE HERE TO HELP

Whether you're a first home buyer, or a current property owner looking for the right loan rate to refinance your existing home loan, we're here to help every step of the way. Find all our helpful calculators, competitive rates, along with our great range of products, including our lowest ever 3-Year Fixed Rate Home Loan on our website at policecu.com.au/platinum or call our Palmerston branch at Gateway Shopping Centre on 8928 9500. **8928 9500.**

POLICENEWS

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THE INDEPENDENT VOICE OF POLICE
IN THE NORTHERN TERRITORY

20



12

«
*Working on
the front line gives
more opportunity
to get it wrong.*
»



THE NT POLICE ASSOCIATION IS PROUDLY SUPPORTED BY:





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**Delegates as at 20 February, 2021*

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 Ian Nankivell
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PAUL McCUE
 PRESIDENT
 NTPA Office



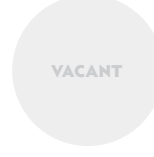
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 SENIOR VICE PRESIDENT
 Police College



CHRIS WILSON
 VICE PRESIDENT
 Command Training, Alice Springs



CRISPIN GARGAN
 TREASURER
 OIC, Tennant Creek



VACANT
 VACANT
 EXECUTIVE MEMBER
 Major Crime



TERRY SIMPSON
 EXECUTIVE MEMBER
 Territory Intelligence & Security
 Division, Alice Springs



BRETT COTTIER
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KIERAN WELLS
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AMANDA NOBBS-CARURO
 Legal Officer



STEVEN LANGDON
 Northern Field Officer



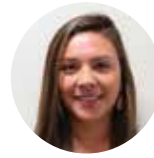
PETER STOWERS
 Southern Field Officer



GREG ROBERTS
 Communications Officer



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 Executive & Compliance Office



ZOY KELLAWAY
 Administration Officer



CARLY DONLON
 Administration Officer



«
The ability for our members to take essential days off has been under threat due to an ever-increasing demand to work overtime just to put a van on the road or make up the numbers.
 »



Paul McCue
President

THE SILENT BURDEN OF RESOURCING

The demands on policing in the modern era have never been greater.

COVID policing requirements aside, the expectations of being a police officer have grown to a point where for many officers, it can become too much. But why?

One of the primary culprits - a lack of time away from the rigours of policing. The ability for our members to take essential days off has been under threat due to an ever-increasing demand to work overtime just to put a van on the road or make up the numbers.

It may be the Constable, the Auxiliary, the Aboriginal Community Police Officer, or the Shift Sergeant who is left to pick up the pieces of a roster which

simply does not have enough names in the left-hand column.

Often, the Shift Sergeant, whose job should be to monitor and mentor young officers, is left to jump in a van themselves to make up a crew. This is simply not sustainable and does not allow the important oversight needed in the early stages of an officer's career.

I want to make the point that overtime is nothing new, it has always been a requirement in the 24/7 policing environment. You cannot predict when members will call in unwell for their shift, creating a gap which needs to be filled.

But a roster dependent on

overtime before any members book off sick provides evidence there is simply not enough numbers, a frustrating predicament at a time when government say we have more police than ever before.

Members should keep an eye out for an upcoming survey in relation to this important issue, together with a broad range of important policing matters affecting your role today.

BUDGET 2021

Budget 2021 came and went with little fanfare. A glaring budget deficit leaves us all no more certain of what the future holds, despite the demands of policing ever increasing.

The welcome announcement of ongoing funding for the additional resources recruited for COVID-19 will go some way to assisting, however expenditure for ongoing remote infrastructure replacements or upgrades is less convincing.

Members are encouraged if you are working in a remote location, and have ongoing maintenance issues, to ensure you are raising these formally through your chain of command in the first instance and seek our assistance if necessary, at

memberservices@ntpa.com.au

Stay safe,

Paul McCue
President



I commenced with the Association on 1 March 2021 and have assisted with responding to an alarming number of Section 79 Notices.



Amanda Nobbs-Carcuro
Legal Officer

YOU'VE BEEN SERVED

All organisations have discipline systems of some type that set the rules or principles about appropriate standards of conduct or behaviour expected of its employees and establish the processes for dealing with non-compliance.

There are many good reasons why employees are required to work in accordance with established standards. For public sector bodies in particular policing bodies the purpose of the police discipline is the maintenance of public confidence in the police force, of the self esteem of police officers and of efficiency. In addition, failure to comply with rules and standards can have negative effects on the organisation's productivity, safety and performance.

Most police disciplines in other jurisdictions overseas and interstate are enshrined in statute. In the Northern Territory, disciplinary processes can be applied to police in the following ways:

1. Section 14C Police Administration Act 1978 (PAA)
2. Part IV of the PAA resolution of **serious** breaches of discipline
3. Section 16 PAA Probationary Constables

Interestingly, the current disciplinary process does not allow for the use of section 14C which provides as follows

"the Commissioner may, for the purposes of the general control and management of the Police Force, issue instructions relating to counselling and cautioning of members (including the issuing of written caution to members) who commit breaches of discipline that are of such a minor nature as not to warrant action being taken under Part IV".

The ability to utilise the Section 14C process was removed by decision of the former Police Commissioner and there is still no firm commitment on its re-introduction. As a result, the only process that is being used for the discipline of an officer (not on probation) is that provided for in Part IV of the Act. This is a formal and prescriptive process that can only be enlivened if a prescribed member "believes on reasonable grounds that a member has committed a breach of discipline and



It has been relayed to me that members should not be concerned that they have been served with a Section 79 Notice of Alleged Serious Breach of Discipline. That this is an opportunity to respond in writing in 7 days. The notice is formally served at their workplace and often relates to an historic incident(s). The Notice is prescriptive and usually alleges multiple breaches that all arise out of the same conduct; normally referred to as a "hamburger with the lot". The member is also required that in responding they are to "admit" or "not admit" the breach as alleged. This is not a statutory requirement under the PAA, and curiously appears to be a 'black or white' type approach to allegations that may have shades of grey for explanations.



considers the breach is serious enough to warrant action being taken under the Act".

"Serious" is not defined in the legislation, but words synonymous with serious are "significant" "severe" "dangerous"; words which are commonly understood and require no further elaboration.

I commenced with the Association on 1 March 2021 and have assisted with responding to an alarming number of Section 79 Notices. It would be remiss of me not to observe that except for, a very small number of those notices, the majority could have been properly resolved through a performance management system or at the highest, under the umbrella of Section 14C of the PAA.

Some cases are simply a matter of further education on police powers, processes or policies, other cases are honest mistakes or errors. My concern here is that members have, and may continue to be, unnecessarily subjected to a process which takes an immense emotional and mental toll; in situations where there are better ways to achieve meaningful or useful results for the member and the organisation.

It has been relayed to me that members should not be concerned that they have been served with a Section 79 Notice of Alleged Serious Breach of Discipline. That this is an opportunity to respond in writing in 7 days. The notice is formally served at their workplace and often relates to an historic incident(s). The Notice is prescriptive and usually alleges multiple breaches that all arise out of the same conduct; normally referred to as a "hamburger with the lot".

The member is also required

that in responding they are to "admit" or "not admit" the breach as alleged. This is not a statutory requirement under the PAA, and curiously appears to be a 'black or white' type approach to allegations that may have shades of grey for explanations.

It would of course, be wise for members to 'fall on their sword' where they have, or admit to, not behaving or acting in accordance to expected and lawful standards; it demonstrates acknowledgment, accountability, and responsibility. Indeed, it is the first step towards doing your job better in the future. Police officers are human and as such make mistakes, it is an irrefutable part of the human condition, and an essential part of learning.

That said, one has to be incredibly careful about what they are making admissions about, especially since the reality is that the current disciplinary system is draconian and designed to punish.

The NT Police Disciplinary system has been subject to numerous reviews dating back to 2009 with recommendations and findings from the various reviews not being further considered.

In the lead up to the most recent NT election Police Minister Nicole Manison committed to progressing a review of the NT disciplinary processes. A working group was formed this year in March and consists of members of NTPF and the Association. It is hoped that we will see a system that is aimed at guiding, correcting, rehabilitating and if necessary, disciplining members.

Until a new system is agreed upon bringing back the availability of the Section 14C process is urgently required.



Steven Langdon
Northern Field
Officer

«
While there is still work going on in this space in places like Kalkarindji and Numbulwar, it would appear by following the gazette that the positions are being filed quickly, without having to go through the gazette multiple times.
»

BETTER HOUSING WILL ATTRACT MORE POLICE TO THE BUSH



During the last quarter of 2020 and the first half of this year I have been able to travel on a somewhat regular basis to several communities. This has been aimed at expanding Police presences in these areas as part of the Resource Allocation Model or RAM.

My role has been of course working with the housing team to come up with the best possible solutions within different communities.

Work in this space is ongoing with several houses already being secured, therefore enabling an increase in the membership at these locations. Lajamanu was the first location to have a property, all be it members choice, which allowed the increase from 2 to 3. Pine Creek and Adelaide River followed suit with an increase to 3. A win was also had at Borrooloola with an extra property taken on down there. Mataranka was another location to score a win with new housing there allowing it to be a 4-member station.

On a recent trip to Gunbalunya, inspecting the progress on a 2-bedroom home that the council will lease to the

department, Gunbalunya OIC Trevor Bates found another home in the community which we were able to inspect immediately. I am pleased to say that both this property and the council property are acceptable and Gunbalunya will now go from 2 to 4 homes.

Unfortunately work on several properties in the Tiwis has not been as fast as Gunbalunya with houses still being brought up to standard in both Pirlangimpi and Milikapiti. During my last visit to Melville another home was located at Pirlangimpi and will hopefully be brought into the portfolio which will see Pirlangimpi remain at capacity while works are undertaken to the old Police houses at the location. The photo right is the view where you could stand and have a morning coffee only 25 meters from the house. I could see that being a tough way to start a day.





While there is still work going on in this space in places like Kalkarindji and Numbulwar, it would appear by following the gazette that the positions are being filed quickly, without having to go through the gazette multiple times. I am sure this will remain the same as the new places come up and are advertised. As the renovations on the properties in question progresses, I am sure that these vacancies will soon be advertised. There are some nice locations for those wishing to go bush for their remote experience or return to bush again.



Over the last few weeks, it has been pleasing to see the regions getting meetings organised with many different items being listed for discussions on the agenda. The photo above shows those that attended the ACPO Regional meeting on the Wednesday 19 May.

These NTPA region meetings are essential for our members to be able to have items discussed, voted on, endorsed then added to the agenda of the Annual

Conference. You will see over the next few months that the NTPA office will be sending reminders out that regions will need to have meetings and get from their members anything that members want discussed.

For those that have not participated before, or have not in a while, what is required to drive change in your workplace through the NTPA are motions passed at regional level. Any motion passed at regional level

can allow the NTPA Executive to act immediately or can be placed on agenda for the annual conference where your elected members, then vote, to have action taken.

Over June, July and into early August I would encourage all regions to meet and have discussions on what they would like to see on the agenda for Annual Conference 2021, some of our regions have already started this process.

This MUST be done with any motions passed submitted to the NTPA office by COB (4.00pm) Friday August 13, 2021, in the form of the minutes of the meeting. I have listed below the current delegates for the various regions. If you are not sure where your section fits, as always, feel free to give me a call. I look forward to catching up with as many members as I can as the regions have meetings over the next few months.

ACPO ACPORegion@ntpa.com.au		AUXILIARY AuxiliaryRegion@ntpa.com.au		CENTRAL CentralRegion@ntpa.com.au	
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Ordinary Member 1	Simon Prentis	Ordinary Member 1	Blake Goodworth		
Ordinary Member 2	Paul Parkanyi	Ordinary Member 2	Vacant		



Peter Stowers
Southern Field Officer

«
If you do not have 'common sense' do not enter the workplace. If you do enter you must use your 'common sense' wherever and whenever it is necessary to do so.
»

SOUTHERN FIELD OFFICER'S REPORT

.....

REMOTE POLICE

To reduce work related stress associated with a heavy work load and constrained opportunities for respite for our remote members it all comes down to numbers.

To attract members to remote locations some unpopular decisions were needed and have been made.

Strategies have been adopted and now appear to be returning dividends. Where once remote vacancies would attract very few or - in some localities - no applications, now for Southern Remote all vacancies are attracting applicants.

Remote numbers are certainly on the improve.

As more remote housing is sourced for the implementation of a minimum of three

members the numbers are looking very good.

It appears like we are on the cusp of a better outcome, not only for our members, but a more robust service delivery for our remote communities.

Credit where credit is due, a good initiative by the NT Police Executive.

NEW LEGAL OFFICER

Welcome aboard to our full time Legal Officer, Amanda Nobbs-Carcuro, a terrific addition to the Association.

Amanda is an admitted legal practitioner to the Supreme Court and she comes to the Association with a library of knowledge and a wealth of experience as a legal practitioner in the Northern Territory

ALWAYS USE COMMON SENSE
«
Working on the front line gives more opportunity to get it wrong. if you stuff up, best to cop it sweet and do the 'Red October' run silent and deep and get out of the spotlight.
S. Fensom
»



Hard working members of Kintore Police Station



There is an abundance of inherent risks associated with being a police officer's, we cannot anticipate each and every one but a simple WH&S Policy we can all abide by is called 'common sense'.

If you do not have 'common sense' do not enter the workplace. If you do enter you must use your 'common sense wherever and whenever it is necessary to do so.

Remember if you need assistance if any kind in relation to your rights in the workplace, including internal discipline matters, please contact me anytime in the first instance or speak with Amanda in the office on 0889959520.

REMOTE VISITS

I continue to undertake several remote visits including a recent one to Tennant Creek with

our new Communications Officer, Greg Roberts.

Also in attendance was President Paul McCue.

A terrific turnout to a local NTPA meeting provided important updates to members on current matters including resourcing, the upcoming Consent Agreement negotiations due to commence in early 2022, allowances and the local delegate framework.

While in Tennant Creek NTPA representatives met with local business owners and government officials to assist in understanding the local issues our members continue to face in the general Barky region.

A reminder for any remote member in Southern Command to drop me a line if you need any assistance.

Peter.Stowers@ntpa.com.au

Hermannsburg Police members.





By Paul McCu

«

Consistent feedback from our members includes frustration at feeling hamstrung because many young offenders continue to receive bail even after repeatedly re-offending, boast to police and victims that they are untouchable.

»

ALICE SPRINGS VIOLENCE ON NATIONAL TV WAS CIRCUIT BREAKER



For all Territorians, the recent TV report on A Current Affair depicting violence in Alice Springs was confronting, and embarrassing. It prompted feelings of sadness and anger in all who saw it, no matter your political views.

Having previously lived and worked in Alice Springs, it was unimaginable how we could tolerate beautiful Alice Springs in the Red Centre descending into what came across as complete anarchy, where respect for authority has been all but thrown out the door.

No one wants to see a town where residents do not feel

safe walking outside after dark and discourage tourists for fear of the same.

This moment must be a circuit breaker where we act. The situation cannot go on.

Chief Minister Michael Gunner claimed in announcing new measures to cut youth crime that "victims come first" and

his government had "done that significant generational change, given police additional resources" and invested in more CCTV cameras, lighting, and youth workers. I am not sure the frontline would support all these claims.

Resourcing our police force in the current environment continues to be a challenge, and

it is important to acknowledge Commissioner Jamie Chalker APM has committed to a consistent recruitment campaign, adjusted based on attrition, which we can see today is taking place given the large volume of recruits being put through training, an approach our Association supports, and in line with a commitment



Fighting on Alice Springs' council lawns reflects the law-and-order problems facing the town.

Alice anarchy calls for urgent action



**PAUL
MCCUE**

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Resourcing our police force in the current environment continues to be a challenge, and it is important to acknowledge that Commissioner Jamie Chalker APM has committed to a consistent recruitment campaign, adjusted based on attrition, which we can see today is taking place given the large volume of recruits being put through training — an approach our Association supports, and in line with a commitment from the Police Minister made prior to the election in 2020.

Sadly, recent victims in Alice Springs are simply people going about their lives, such as disability support worker Shane Powell, whose motorcycle was struck in an alleged hit-and-run incident, people broken into while they are at home sleeping, numerous people left traumatised after they were assaulted or robbed on the street at seemingly any hour of the day or night, not to mention our frontline workers who are assaulted.

Consistent feedback from our members includes frustration at feeling hamstrung because many young offenders continue to receive bail even after repeatedly

reoffending, boast to police and victims that they are untouchable with police restricted largely due to section 18 of the Youth Justices Act (ability to interview youth).

Half of the youths arrested are already on bail while last year NT Police said 118 or 16 per cent of 741 youth offenders committed half of the 6400 offences.

The NTPA welcomes the proposed changes to the Bail Act that would allow police the power to place into custody the worst repeat offenders who are a threat to the community, including those who are currently being bailed for offences such as breaking into an occupied home and serious assault.

However, our police need help now to deal with the crime wave of rising assaults and domestic violence and hope the fact that Labor has delayed debate in Parliament is not a sign of a lack of commitment to the change.

Labor's recent commentary saying they may or will perhaps consider passing amendments on urgency must change to "will" pass on urgency.

We know that some key bodies feel the proposed changes are a step backward from the recommendations of the Royal Commission into Youth Detention

and we know many children are on the streets because their homes are not safe.

That longer-term focus on the first 1000 days of a child's life is the government's responsibility.

The short-term options of changes to bail laws and the Youth Justice Act so police keep people safe from crime can work in partnership with the longer-term goal of generational change in the Northern Territory.

The rights of victims of crime who have been traumatised and suffered life-changing physical and psychological injuries must be considered. Their right to see justice served and not see offenders walk free must be balanced against the rights of offenders to therapeutic models of rehabilitation.

It is time to adjust the pendulum again to meet that balance and this must take place at the next available opportunity.

PAUL MCCUE IS THE PRESIDENT OF THE NT POLICE ASSOCIATION

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Credit: Sunday Territorian, April 4, 2021.

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Greg Roberts
Communications
Officer



KNOW YOUR RIGHTS

A recent outcome in Alice Springs highlighted the importance of understanding your rights in relation to workplace health and safety.

“Know your workplace rights, an unsafe order is an unlawful order, you can't be ordered to do something unsafe.”

That is the message to police officers from Northern Territory Police Association Vice President Chris Wilson following a recent dispute over safety and driver training in the Red Centre.

Alice Springs's instructors were surprised when they were told to conduct potentially risky defensive driving training courses for Auxiliaries with vehicles not fitted with passenger brakes for trainers.

The extra brakes had been used in police training cars including four-wheel drives for more than 20 years, said Sgt Wilson who was the officer in charge of driver training from 2006 to 2011.

The instructors rightly complained to their Health and Safety Representative (HSR) that they had safety concerns, he said.

Sgt Wilson, who is a senior member of Command Training said he also raised his concerns through his chain of command, warning that training Auxiliaries in such a way was a safety issue that ignored the national Work, Health and Safety

Act and NT Police policy.

“This was a really unsafe decision, really unsafe.

“I said it was a safety issue to prevent crashes and save lives, that they shouldn't be doing this but the response was ‘no, you are doing it’, we were directed by email to use cars from Alice Springs without brakes.

However the Chain of Command rejected their worries and deemed it an acceptable risk, directed that the training course go ahead and that evidence of safety problems be documented and reviewed later.

This year was the first time that had ever happened, said Sgt Wilson.

“That's not what happens in the safety world, if you take the safety control away you need to provide evidence on what your risk mitigation is and why that safety control has been removed.

Auxiliaries drive police cars and transport prisoners as part of their duties and the defensive driving course has been approved by the training and advisory committee.

“We are teaching them a new system of vehicle control, a new way to brake, to make sure you have got the gears to corner etc.

An example of when instructor brakes are important is in instances when police are approaching hazards such as intersections and are trying to get the system right and there is a risk of them not paying attention to what's going on around them.

“I had to use the instructor brake on one corner in Alice Springs because we came up to a T intersection, I said turn right, we get there and he's only just braking, he got gears, starts taking off and there's a car on the left hand side coming towards us that he just missed it completely.

“He was too busy working on what's going on in the car, that's quite common.

When police command continued to refuse to provide cars with instructor brakes, the HSR escalated and the matter, ultimately issuing provisional improvement notices (PINs), a formal process in which notice is given to resolve the issue with NT WorkSafe and the NT Police Commissioner notified.

Once that step was taken, the decision was reviewed and reversed, with appropriate vehicles with instructor brakes being provided to Alice Springs.



Chris Wilson
Vice President

It should never have got to that stage and it raised wider concerns about management making police unsafe, he said.

“My point is I want to highlight to members that under the Work, Health and Safety Act, safety is everyone's responsibility, it's actually legislated.

“If you identify a hazard or something dangerous, submit a hazard report.

“The HSRs are police officers and your go to person if you are not having any luck with management, and they can take action under the Act.

“As a Sergeant or HSR our responsibility is to the organisation, making them safe, reducing the risk for them, sometimes middle managers or some of the Executive don't realise that.”

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We've had a long and successful history of helping past NTPA members and look forward to sharing their success stories with you in future editions.

So whether you are a new recruit just starting out, or a time-honoured member thinking about retirement, do your financial planning the AFA Way.

by Paul Betti, AFA Founder



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ACPO recruits Ron Tilmouth, Christine Woods and Rodney Baird



YOUNG ACPO RECRUITS PROVIDE HOPE OF BRIGHT FUTURE



The latest Aboriginal Community Police Officer (ACPO) recruits to join the Northern Territory Police family were sworn in at a ceremony in Darwin recently.

The 11 young Indigenous Australian men and women of ACPO Squad 27 had big smiles when they took an oath to serve and protect in front of Commissioner Jamie Chalker and proud family members.

But their role within NT Police is a serious and important one designed to build bridges and trust with Indigenous people.

The NT has the nation's highest per capita population of indigenous people at about 30 per cent of its population of 246,000.

It also has the highest Indigenous imprisonment rate – of the Territory's male and female prisoner population, the proportion is roughly 85 per cent and nudges 100 per cent for youth offenders.

Recently, the focus has been on youth crime and changes to

bail and other laws for youths.

But the latest group of ACPO recruits – who were all raised in the NT - believe that they as Indigenous people can play a positive role in bridging the cultural divide by helping both their fellow police and Aboriginal people.

Three young members of ACPO Squad 27 that Police News spoke to had wanted to be police since they were children out of a sense of duty, service and responsibility and because they wanted to help people.

“Even at a young age, it was the uniform, I thought: these people look after this person and that person,” said ACPO recruit Ron Tilmouth, 25, who grew up in Alice Springs, who tried university in Adelaide and worked as a chef and park ranger at Uluru.

“They have a sense of responsibility, as the eldest I was always looked at as in a similar position, it just sort of gravitated towards me, it was either that or full-time army – I am in the Army Reserves as well – or otherwise a park ranger haha.”

Another ACPO Squad 27 recruit Rodney Baird, age 22, was raised in Gapuwiyak, also known as Lake Evella, where the Arnhem Land community was serviced by a barge from Darwin once a week that comes up the Buckingham River.

He has relatives that became NT Police Constables, he always wanted to join the police and progressed through the NT PFES cadets program and worked at the firearms recording unit in Darwin out of school.

“I have not really had too many people to look up to,” he said.

«

The NT has the nation's highest per capita population of indigenous people at about 30 per cent of its population of 246,000.

»



ACPO Squad 27 complete nearly six months of police training in Darwin before they head out to complete six months on probation at Katherine, Tennant Creek and Alice Springs.

After that they are fully fledged APCOs that can work anywhere in the NT including dozens of remote communities and can progress through the ranks to First Class and Senior ACPO.



"I am the second-oldest of my family, we had bad influences and good influences.

"My good influence was my mother, who graduated to be a teacher, she is now at Lake Evella and has worked at the pre-school and TAFE program.

"I have six younger brothers that I am trying to be a good role model for."

Fellow recruit Christine Woods, 22, who was raised in Alice Springs but completed her secondary schooling in country Victoria where she participated in equestrian said she had wanted to be a police officer since she was a "little girl".

She was the first person in her family to graduate in year 12, has already worked as an unsworn Aboriginal Liaison Officer and plans to eventually join the mounted police.

"I also wanted to be a nurse but then decided, nah I can't, I didn't want to, so it was a either a police officer or a nurse.

"Because I'm still helping people either way which is something wanted to do."

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After that they are fully fledged APCOs that can work anywhere

in the NT including dozens of remote communities and can progress through the ranks to First Class and Senior ACPO.

Officers can also transition to the Constable role.

NT Police states that ACPOs are "uniformed sworn police officers who provide communication and liaison with local indigenous communities.

"As an ACPO you are a role model and an advocate for cross cultural awareness. You have an opportunity to make a difference and to improve community knowledge about policing services and law and order issues," recruits are told in the information packs.

When a gunman went on a rampage in Darwin in June 2019 and shot dead four people and injured another, current ACPO instructor Senior Constable Michael Kent and former ACPO of the year award winner Jermaine Ostrofski helped bring the incident to an end and arrested the alleged shooter.

Senior Constable Kent described ACPO Ostrofski, a former Air Force officer, as "smart as a whip" and someone who was happy and proud being an APCO, did not intend transitioning to constable and enjoyed being able to work anywhere including remotely among Indigenous people.

The role of APCOs was "not just

enforcing laws, part of their job is also cross cultural awareness and educating constables like me who never lived in an Indigenous community prior to coming up here".

A challenge for ACPOs is deciding where they will work – while many might want to work on country and in the remote communities where their families live the realities of having the power to arrest a family member are difficult, Senior Constable Kent said.

ACPO Baird does not intend working in Gapuwiyak because there would be too many relatives but other East Arnhem communities with extended family would be okay.

"I guess I would like to be a bridge between two worlds and be able to talk for certain people who don't have a voice," he said.

ACPO Tilmouth says there are family members not happy to see him in the police uniform and some who are, including an uncle who joined the army at age 18 and is now in the Victoria Police bomb squad.

"I know why I joined so I have got to keep remembering that.

"Alice is a small town and people can either go one way or the other, I just chose not to succumb to peer pressure and finished year 12 and got out."

"With our family there were

trust issues with how the community sees police and still is, I would imagine if you see an Aboriginal person in a police uniform there is a bit more trust, they're willing to talk to you.

"With us ACPOs being Aboriginal we will be able to engage and become more bonded with the community, be involved more and build up the trust more.

Ms Woods said she did not often come across Indigenous police growing up in Alice Springs.

"I thought: oh I want to see more black people, and when you did see them do it, I said 'wow I can do it too'.

"I want to help my people because the media gives a bad look on Indigenous people as well as the police as well.

"It is about having that understanding to help not only the police and community and my indigenous community as well, why ... with the education behind my belt, speaking local languages around Alice Springs why not use it to my advantage?"

If the intelligence, energy and optimism of these three young Territorian Aboriginal men and women is any guide, there is reason to be optimistic about the future.

Congratulations and welcome to the NT Police family!



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SHIFT I PULLED A
THREE-YEAR-OLD OUT
OF A MAJOR CRASH**



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HON. NICOLE MANISON

.....

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

Nicole Manison
Police Minister



In May it was a very significant couple of weeks in Parliament with some big decisions that go to the heart of our commitment to creating a safer Northern Territory.

In the first week of the May sittings, the Chief Minister and Treasurer introduced a Budget that included an additional \$20 million for the Northern Territory Police Force every year. Then, to kick off the second week, we passed the legislative changes to strengthen our bail laws.

As indicated by the Chief Minister in his Budget speech, the NT Police Force is our most important asset in creating a safer Territory. As Police Minister, I have remained absolutely focused on and committed to providing the resources the force requires to not only perform the regular tasks of policing the Territory, but to respond to and manage the additional challenges we have faced in the past year and a half.

I am absolutely proud to be able to say we now see sworn officer numbers at historic levels, the Government's investment in the Police Force is at a record high, we are recruiting more Police than ever before and we have locked in the additional funding to ensure that this continues.

This year will see funding for

the Maningrida and Ngukurr Police Stations. The budget also included funding to boost CCTV monitoring staff numbers and cameras.

The other significant body of work to enhance community safety was, of course, the new laws passed with the Youth Justice Legislation Amendment Bill.

Prior to introducing the amendment bill to the house, we took on board the feedback we had been receiving from frontline Police, including the Strike Force Viper and Trident members, to be able to implement sensible measures to deal with repeat youth offenders.

Since the beginning of the year, I have been able to visit Alice Springs Police Station on a number of occasions and PMC, as well as the stations in Katherine, Adelaide River, Pine Creek, Yuendumu, Ntaria, Alyangula, Palmerston and Casuarina. We also undertook community safety meetings in Numbulwar.

These visits always make an impression on me and hearing

from the frontline is a really important part of informing our decision-making. I sincerely thank each and every one of you for your efforts, your input and your candid chats.

With the passage of the Youth Justice Legislation Amendment Bill, we will see strengthened Bail laws and a suite of measures to target repeat offenders and reduce youth crime. This includes:

- Court-ordered Family Responsibility Agreements;
- Automatic revocation of bail for serious breach of bail;
- Expanded prescribed offences when on bail;
- Expansion of electronic monitoring;
- Ability to record breach of bail antecedents;
- Ability to breath test young people driving; and
- Consequences for failing to complete diversion.

The new laws, along with the Ringleader legislation that was passed during the March sittings, equip you, our hard-

working Police, with more of the tools you need to continue to address the challenges with youth offending.

This year, I have been really pleased to witness the strong recruitment program and the good numbers we have seen graduating. The third Constable squad to graduate in 2021 will hit the beat soon and the year's sixth squad will commence training soon after.

These are great numbers, which have been complemented by the graduation of two auxiliary squads and an Aboriginal Liaison Officer squad. By the time the year is out there will be an Aboriginal Community Police Officer squad graduate, another squad of auxiliaries graduate and six Constable squads in total will have graduated.

To all members, thanks again for your service and in particular the above and beyond efforts that have gone into your roles since the onset of the COVID-19 pandemic.

I look forward to catching up with more of you over the coming months.



Lia Finocchiaro
Shadow Police Minister

LIA FINOCCHIARO

.....

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

The career your membership dedicates itself to is difficult enough, without the added pressure of staffing shortfalls and insufficient resources.

The CLP Opposition takes the issues facing the NT Police Force seriously. That's why, in the May parliamentary sittings my team and I dedicated an entire Question Time session to quizzing Police Minister, Nicole Manison over some of the issues impacting your members:



A note from the Leader of the Opposition; answers from the Minister have been extracted from parliamentary Hansard, without altering context, for brevity.

You can read the Minister's full answers here: <https://territorystories.nt.gov.au/10070/826768/0/0>





CLP OPPOSITION:

In the past month 22 police officers have left the force through resignation, retirement or transfer. It includes just 14 in just one fortnight. The average since the August election is 10 officers per month. Can you confirm that 22 officers in one month is more than three times the national attrition rate?

POLICE MINISTER:

"I can confirm to the Leader of the Opposition is that numbers change from month to month."

CLP OPPOSITION:

Your recruitment programs sees all police recruits sent out of Darwin, which means our regional centres of Katherine, Tennant Creek and Alice Springs are being flooded with inexperienced officers. It is estimated that there are around 100 probationary constables in Alice Springs and 57 of the 66 constables in Katherine are still on probation. The lack of seniority is placing enormous pressure on these stations. Why are no recruits being deployed to Darwin to even out the numbers of probationary constables and lessen the risk?

POLICE MINISTER:

"Yes, we do send recruits from Darwin because we need to ensure we boost numbers outside Darwin. This is a policy decision in place because we have had a situation where many officers have never left the Darwin region. The Commissioner has been clear with his expectations that when you join the Northern Territory Police Force you represent the whole Northern Territory."

CLP OPPOSITION:

Can you explain why NT Police were issued a directive last week to immediately stop the use of any bulk messaging services, including text messages, calling for officers to fill overtime

shifts, after screenshots were leaked to a satirical Facebook page? Can you confirm that this was not an attempt by senior management to hide the dire state of staffing within our police force and the mountains of overtime that officers are being forced to undertake, just to plug roster gaps?

POLICE MINISTER:

"Madam Speaker, it is an operational matter. I am not across that information. We will get you some information from Police."

CLP OPPOSITION:

Minister, have you been briefed on the enormous amount of overtime being undertaken by the police officers? Can you brief the public on this?

POLICE MINISTER:

"Overtime is a very normal part of policing duties. Last year, particularly with the additional demands and duties on police officers right across the Northern Territory there was definitely extra overtime required. We had those numbers but each station and section will have different demands on them at any given time. I do not think you can say there has been mass overtime everywhere. There will be some sections where there will be more overtime than others."

CLP OPPOSITION:

Yesterday, the Police Commissioner told media that a large number of remote communities now have permanent police in them. Which communities remain without a permanent police presence and why?

POLICE MINISTER:

"Where we have outstations we have police presence, but not all of them are permanent. You are correct. We have some that are police posts which are not permanently stationed,

«

The lack of seniority is placing enormous pressure on these stations. Why are no recruits being deployed to Darwin to even out the numbers of probationary constables and lessen the risk?

»

permanently manned or woman, so to speak. I do not have this list in front of me, I will get it for you."

CLP OPPOSITION:

You have a proposal to replace all police constables at Darwin schools with police auxiliaries who do not have the same frontline experience, no experience dealing with youth issues from a policing perspective or powers as constables. The NT Police Association slammed this idea as cheap policing. In Tuesday's budget you cried about a \$40m boost to the police bottom line. Why can you not afford constables in these roles?

POLICE MINISTER:

"The goal is to boost the workforce to 15 in that team, but there will be a mix of auxiliaries. We will see a Sergeant working as part of that team as well. We will still see school based constables who will be deployed across the Territory, as well as auxiliaries. They are going through recruitment processes soon to get the right people for the job to join the team..."

"... We are having those conversations right now, as we

are expanding to 15. That is happening. We do not have full numbers out there. We are going through recruitment and conversations with officers. We will be expanding."

CLP OPPOSITION:

On 20 December 2018, in a media release, you promised 12 auxiliary liquor inspectors would be stationed in Tennant Creek. Currently, there are only four, which means police constables are being pulled off general duties and used to man bottle shops. On numerous occasions you have claimed there are more police than ever. Why, then, are experienced frontline officers being used to stand outside Tennant Creek bottle shops? If you are delivering on your commitments, when will the additional eight PALIs you promised be delivered in Tennant Creek?

POLICE MINISTER:

"Regarding Tennant Creek, we looked at the operational models and we have the four there—we have not gotten to the full 12..."

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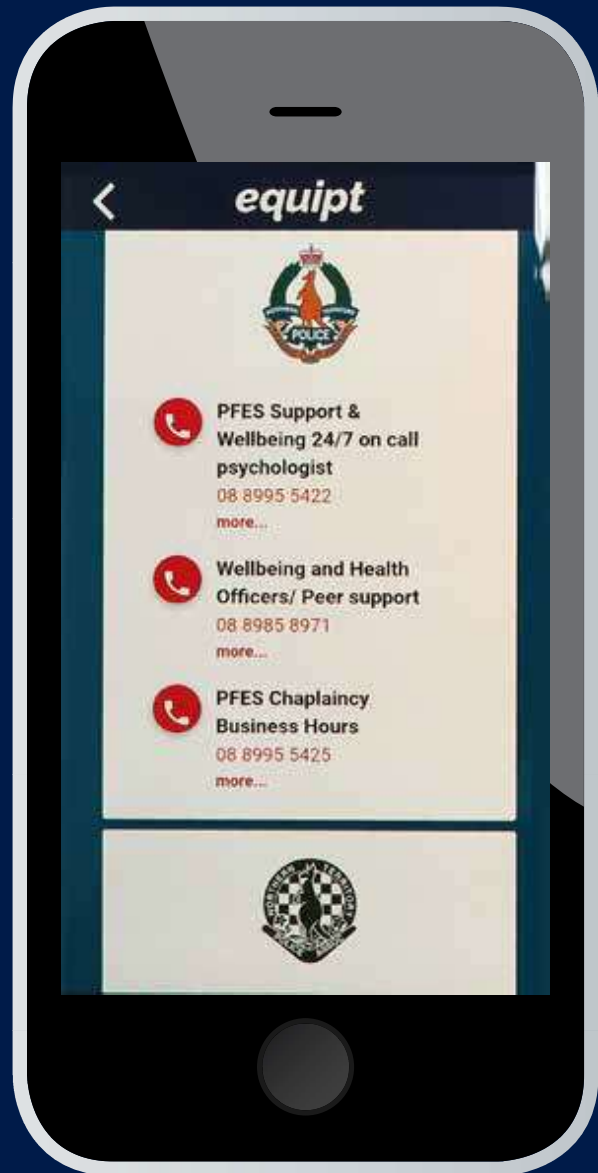
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Our Aboriginal Liaison Officer recruits are not only returning to communities to support our police on the ground through engagement, but it's likely officers of the future will come from these squads.

»



Commissioner
Jamie Chalker APM

COMMISSIONER'S MESSAGE



The Northern Territory has unique circumstances and unique events which continue to warrant the attention of police.

Our community is buzzing with activity as the dry season and desert winter tempts interstate visitors with our climate, and ability to hold events not possible in other states.

This is testament to the work done by you to keep our community safe from COVID-19.

Our police and the agency as a whole have been on deck 24/7 since last March. The Territory Emergency Operations Centre is in constant motion ensuring all contingencies are addressed and being ready to adjust to the ever-changing posture of the pandemic.

As we know, this is an added demand on our resources. Our officers are working around the clock from the salt water to the red centre.

Youth crime issues, major drug busts and remote deaths are just some of the cases our members are spending long hours on.

So to have this work acknowledged in the May budget through additional money is welcome.

The funds will not only be used to sustain our COVID response but be put towards a force that is expected to serve a community spread across 1.3 million square kilometres.

Our recruitment program will see the benefit as we continue to stay well in front of attrition.

Pleasingly we are getting members putting up their hands to support their colleagues at remote stations and these positions are being filled.

Our Aboriginal Liaison Officer recruits are not only returning to communities to support our police on the ground through engagement, but it's likely officers of the future will come from these squads.

These are pathways for Territorians. ALO's have become

Aboriginal Community Police Officers and ACPO's have graduated to be Constables.

The police auxiliary stream is playing an important transitional role for those who aspire to Constable rank.

The foundations of a career in policing and the experience being built within our force will serve us and our community well.

Changes to the Northern Territory's youth justice laws have been made with significant input from police including advice from the front line.

We see the genuine care of our officers for youths who come to our attention. You see the challenges that these kids are exposed to. You see the eight, nine and ten-year-olds on the street with no parental or guardianship responsibility.

With greater interdiction, many of these youths can be

diverted away from criminality.

This is about making sure children who get exposed to the criminal justice system at the first opportunity have all the necessary support to point them to diversion.

If these kids can complete diversion, the success rate rises significantly in ensuring they don't end up in an ongoing cycle of crime and anti-social behaviour.

Young children will be diverted away from jail, they will not be constantly remanded and put back into the same environment only for them to come back after committing more offences.

We all live in this community and we have taken on a significant role within the community by becoming police officers.

You should be incredibly proud of the work you do.

Jamie Chalker APM
Commissioner

FAREWELLS

..... BY SOUTHERN FIELD OFFICER PETER STOWERS

SAD PASSING OF DENISE 'FROGGY' GODDARD

.....

The Northern Territory Police Association (NTPA) was saddened with the passing of much loved and respected police officer, Constable First Class Denise "Froggy" Goddard at the age of 55.

Denise started with the NT Police as an Aboriginal Community Police Officer (ACPO) in Tennant Creek in October 1999.

She was active on the NTPA ACPO Region and involved in the successful fight for improved entitlements for ACPOs, including housing and matters relating to officer safety.

Denise transitioned to Constable in 2011 with Transition ACPO Squad 95 and continued working in Tennant Creek in areas such as the domestic violence unit.

She also worked in remote communities, such as Ali Curung and Avon Downs and was most recently posted to the Darwin Police Station and the NTPFES College.

In recent years she had been suffering from a long illness, but was regarded as

a tough, professional woman who had continued working at the college while she recovered from surgery.

She was awarded the prestigious Administrator's ACPO of the year medal in 2006, a Northern Territory Police Service Medal and 20 year clasp, National Service Medal, and Remote Service Ribbon.

Our thoughts and sympathies are with Denise's husband, Stephen, and their children, Sarah and Stephen.

A funeral service was held at St Mary's Cathedral, Darwin City, and a wake at the Darwin Sailing Club.

On behalf of the entire membership of the Northern Territory Police Association, rest in piece Froggy, your shift is done.



She was awarded the prestigious Administrator's ACPO of the year medal in 2006, a Northern Territory Police Service Medal and 20 year clasp, National Service Medal, and Remote Service Ribbon.





ROBYN PARKER

The day after this photo was taken Senior Aboriginal Community Police Officer Robyn Parker reached mandatory retirement age of 65, Happy Birthday Robyn and Happy Retirement with family in Hervey Bay or more aptly named Runaway Bay.



Enjoy the smell and feel of saltwater flowing back in your veins.

Depicted alongside Robyn in this photo, taken by Josh Cunningham, are three members who deserve special mention. Supt Tony Deutrom's first official engagement since being transferred from Palmerston, a warm welcome back to the

place where your first cut your teeth. Congratulations to one of the hardest working members at the station, Danny Bell for his recent promotion to Snr Sgt and transfer to the Watch Commander's chair. Snr Sgt Peter Dash's first day as OIC Prosecutions after being shuffled across from OIC Alice Springs Station.

JASON BLAKE

One of the Northern Territory's most respected and talented investigators Detective Sergeant Jason Blake has left the police force.

As the police officer in charge of the fraud squad Detective Blake was involved in many of the NT's most high profile and complex criminal fraud cases over with his two decades with the force.

He played a brave role in the face of political pressure in the fraud investigation of travel agents caught rorting an NT Health Department pensioner concession scheme.

The investigation headed by Detective Blake led to the

conviction and jailing of former NT Police Commissioner John McRoberts after a jury found him guilty of attempting to pervert the course of justice.

He will continue to work as an investigator in the NT but will now do it with the Office of the Independent Commissioner Against Corruption.

The popular Detective Blake was farewelled at morning teas with NT Police and at the NTPA offices as well as at a lunch with colleagues.



TALENTED DETECTIVE GETS PATRICIA ANNE BRENNAN AWARD

..... BY GREG ROBERTS

Award winning NT Police officer Sergeant Annette Cooper has investigated and solved some of the Territory's most notorious crimes of recent decades but she still has her sense of humour.

She laughs uncontrollably when recalling her early years as a cop in Darwin in the 1980s when female police officers wore dresses, and the male bosses didn't expect much from them.

"I had a handbag, and I was given a pair of handcuffs to put it in my handbag, we could sign out a Smith & Wesson if we wanted to but it didn't fit in too well in the handbag," she told Police News.

"I remember being in a tussle with my male partner Glenn McPhee and we were fighting with this guy trying to control him and arrest him.

"Glenn said: 'I've got him, handcuff him' and I said, 'hang on, my handcuffs are in my handbag in the car, just hold on'."

Asked about getting in physical tussles as a police officer, Det Sgt Cooper said: "I loved it ... although in a dress was not the best, I came a cropper in a dress a number of times in a tussle on the ground but was never hurt badly thankfully."

She went on to a long and decorated career in policing that is 37 years long - and counting - in various roles including as a skilled detective and locations around the NT including Nhulunbuy, Tennant Creek and Yulara.

She also has two daughters, one of whom is a police officer in WA.

Det Sgt Cooper was recently recognised for her work when presented with the Patricia Anne Brennan Award on International Women's Day on March 8 by Commissioner Jamie Chalker APM.

She was praised then by Mr Chalker for her advanced skills as an investigator, mentor, her high standards and NT knowledge that led to her being "involved in numerous public and high profile investigations".

The award recognises a significant contribution to women in the NT Police, Fire & Emergency Services, by an employee or volunteer, regardless of gender.

Seventeen years earlier in March 2004, Det Sgt Cooper was called to Adelaide River in one of the Territory's most infamous crimes after the body of 27-year-old Thai woman Somjai "Noi" Insamnan was found floating and tied down by batteries by horrified tourists walking aboard a jumping crocodile cruise.

Shortly later, another woman Phuang Sri "Poncee" Kroksamrang was found dead in a nearby part of the river where a large crocodile was nesting underneath the

Adelaide River bridge.

The women drowned but had been thrown off the bridge still alive but unconscious less than two days earlier by killers who did not expect they would ever be found.

"It was lucky because the crocs would have got it, there were a lot of crocs too, one of the huge crocs was nesting on the side underneath the bridge they threw the bodies into," Det Sgt Cooper said.

"But they didn't touch it.

"We were very, very fortunate, otherwise they would have become missing people."

The overwhelming evidence led to the unlikely pair of 18 and 19-year-old school friends Phu Ngoc Trinh and Ben William McLean who had hired the women as prostitutes but brutally killed and stole money from them.

They denied killing the women after initially confessing but then changing their stories - blaming underworld bikies and gangs.

They were found guilty of double murder by a jury and given life sentences with a minimum non-parole period of 25 years.

The same year, 2004, was a busy one for Det Sgt Cooper who also led the investigation into

the horrific, drug-related murder of Marshall Nicholas Haritos.

Haritos had been missing for some time before several teenage women who had visited the home of one of the killers came forward.

"They overheard a strange conversation, one of the young girls told their mother, the mother thought 'oh that's not right'," Det Sgt Cooper said.

"So they came forward, which is fantastic and that is how it can go, when people assist the police."

That led to the slow building of a "really big and quite convoluted" but successful case and the jailing of 28-year-old Shane Patrick Thomas who pleaded guilty to murder and Haritos's girlfriend Diane Elise Syrch, 20, and Jeramiah Nicholas Burns, 20, who pleaded guilty to manslaughter.

"It was satisfying to bring some sort of closure to a family, because they didn't know what happened to Marshall.

"I saw first-hand how they were obviously really devastated that he had been killed, but also you could provide answers."

Det Sgt Cooper said she had seen the worst in people and good people at the lowest points in their life in her job, such as parents who lose their children including the families



She was praised then by Mr Chalker for her advanced skills as an investigator, mentor, her high standards and NT knowledge that led to her being “involved in numerous public and high profile investigations”.

The award recognises a significant contribution to women in the NT Police, Fire & Emergency Services, by an employee or volunteer, regardless of gender.



of Marshall Haritos or Nicholas Middis, aged eight, who died in 2010 when his Leanyer home was set alight by Justin William Nona, 24, during an alcohol and drug binge.

That was a painstaking investigation, she said, involving a child dying and that along with fellow detective Christina O'Connor took eight months to piece together.

“I love enigmas, I love solving puzzles, but I like to think that out of all that mayhem we solve the chaos and bring some order and bring some relief to people and it is a good feeling,” she said.

The most satisfying recent puzzle she solved was the arrest and jailing for seven years in 2020 of a volunteer firefighter who started at least 18 fires, burning a massive area near Darwin and posing a serious risk to life, properties and livestock who was stopped before he inevitably killed someone.

The majority of her 37-year career has been spent as an investigator in areas such as Northern Crime, Major Crime, Sex Crimes and the Child Abuse Task Force.

Once a case was finished she taught herself to “to put everything in a box, all the shit

I suppose, and close it, I turn a key, I actually mentally do that”. Det Sgt Cooper said.

“Otherwise you are no good to anyone, a huge component of policing is having a good sense of humour” she said.

She said she was honoured to receive the Patricia Anne Brennan Award but was not comfortable with the gender distinction and thought that there should therefore be an award for men.

The job has changed a lot for women in the NT Police since the days of arresting people wearing skirts and handbags.

Det Sgt Cooper said she knows of friends in the police force who have had issues as women, “yes, they have had inappropriate behaviour and so forth, the boys club is well and alive”.

“I haven’t had that much of an issue in regards to being a female in this police force, I would not say I am a female in a man’s world, I’m my own operator.

I really am thankful to all those women who did the hard yards to get me the privileges that I enjoy today ... I still had a great time, the best thing I’ve ever done is join the NT Police force, I’m extremely loyal to it”

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I died for 15 minutes. When I woke up in hospital from an induced coma, I had lost 20 years of memory. I was asking for people no one knew. My wife and two sons, who were 10 and 7 at the time, were sitting at the end of my bed and I didn't know who they were. I also didn't remember I had bowel cancer.



-Jade Andrew Lay, WA police Sergeant & ex-Detective

I asked, so we're married? And she said, 'yes.' And those are our kids? she said 'yes.' Naturally I said, 'Well, I did pretty well for myself, didn't I?'

While this made them laugh, many of the jokes I made hurt people's feelings, as my humour and mindset were from a different time period.

Over time, I began to remember things. It's funny how the brain works.

I remembered feeling very tired as I was riding home from work on my bike, that was my last memory before the incident.

I remembered I could grow a beard.

And I remembered the love I had for my wife, so I asked her to marry me a second time.

But there was secondary

grieving too, having to process the losses of my loved ones again. Some returned memories weren't the ones I wanted.

The cancer and chemotherapy were quite easy, but the memory loss I struggled with. The doctors told me I'd suffered a heart attack after an allergic reaction to the chemotherapy drug, affecting the electrical signals from my brain to my heart.

So, within the space of six months, I had been diagnosed with bowel cancer, lost 20 years of memory, and had my colon removed. Now I need to wear a colostomy bag for the rest of my life.

In this line of work, it's hard not to get jaded. I was a regular, healthy, fit 37-year-old with no prior health issues. I never

smoked, hardly drank, and I exercised every day. I definitely had all the 'why me' emotions to deal with.

Working as a Detective in anti-child exploitation, I'd seen a lot of bad people who 'deserved' it more, although you can't stay in this headspace. It'll ruin you.

After coming to Australia at 17 years old from New Zealand, with nothing but a backpack and \$200, I viewed this as yet another challenge to overcome, to buckle up and do something about.

Detectives are intrinsically driven people. We're motivated to catch the bad guys but after my memory loss, I started to see things in a different light. My work was not who I am, it's what I do.

Most of my memory came back within six weeks, but I still struggle from time to time. I'm just so grateful for the care I've received.

Thanks to both Police Health and WA Police, I didn't wake up to debilitating medical bills. The wait for radiotherapy and chemotherapy in the public system is six weeks. Through Police Health, I received my treatment within 24 hours.

My wife's family was exposed to the public system recently and we saw the stark difference.

It's not always easy to see the need for private health until someone close to you goes through a life-threatening and life-changing experience.

Let me be that person for everyone else.

With two active boys who regularly need new mouthguards, orthodontic, physiotherapy and other health services, we need this generous level of coverage.

I have seen a lot, as a parent, Detective, and Sergeant. I know anything can happen. There's not much you don't see as a Police Officer.

Working in child protection investigations is extremely rewarding. The work is usually black and white; you don't hurt kids. If we can intercept the situation before the kids get hurt, then they get to avoid trauma that otherwise completely changes the trajectory of their lives.

It's fascinating work and being in the force is the best job I've ever had. I'm never leaving Police Health.

Police Health



COVER LIKE NO OTHER



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.



WELCOME TO THE TERRITORY POLICE FAMILY!



JESCC AUXILIARY SQUAD 68

Graduated Friday 5 March 2021

- Catherine Cielens
- Jennifer Clarke
- Sarah Fitzgerald
- Clare Gordon
- Nadeem Khan
- Stevie Klose
- Ariel Pendlebury
- Jessica Saisell
- Vijay Vemulapalli

Award Winners

- Most Dedicated Trophy**
- Catherine Cielens



AUXILIARY SQUAD 67

Graduated Thursday 1 April 2021

- Ajaypal Brar
- Lily Brown
- Paul Fitzimmons
- Ajay Kailamangalath
- Mason Hambley
- Mahinder Jumawan
- Thomas Nefiodovas
- Issac Lee
- Jake Kakies
- Stacey Pittman
- Ravneet Singh
- John Vargas

Award Winners

- Commissioner's Trophy**
- Ajaypal Brar
- Most Dedicated Trophy**
- John Vargas





RECRUIT CONSTABLE SQUAD 139

**Graduated Friday
19 March 2021**

Jake Bahnert
 Kyle Bayley-Carey
 Terence Black
 Luke Bodnar
 Kevin Boiteau
 Deborah Bradley
 Benjamin Charteris
 Andrew Coggan
 Hailey Curriez
 David Dutton
 Brittany Frendo
 Mitchell Gemmola
 Dylan Hart
 Charlotte Klose
 Russell Koenig
 Aaron Larsen
 Rhys Lauder
 Carlton Lohse
 Nicholas Loose
 Somvang Phommachanh

Jason Pottenger
 Tayla Qualtrough
 Noel Santiago
 Zackary Saunders
 Alberto Simonato
 Christopher Smith
 Kaitlyn Togni
 Gary Walsh

Award Winners

Physical Training Trophy
 Carlton Lohse

Glen Huitson Medal

Deborah Bradley
 Christopher Smith

Commissioner's Trophy

Terence Black

Rod Evans Memorial Award

Hailey Curriez

RECRUIT CONSTABLE SQUAD 140

**Graduated Friday
9 April 2021**

Mohammad ANWARI
 Graeme BROCCARDO
 Andrew BUTLER
 Jomerson FAMILARI
 Nicol FAWCETT
 Glen FIRTH
 Dean FORREST
 Cherelle GRIFFIN
 Peter HEAFT
 Peter HIGGS
 Molly JUSTICE
 Dana KENNA
 Andrew KILLEEN
 Jermaine MAC
 Sienna MCGUIRE
 Lucas MCPHAIL
 Kirsty MEGGISON
 Justice MKETWA

Christopher MYLES
 Matthew OLIVER
 Aram ROSS
 Bradley SNOOK
 Nicholas SNOOK
 Marcos SPERANDIO
 PEREIRA LUZ
 Jan STREHLOW
 Zac TURNER
 Eloise WALTON
 Jason WILSON
 Michael ZURAWEK

Award Winners

Physical Training trophy:
 Constable Matthew Oliver

Glen Huitson Medal:
 Constable Sienna McGuire

Commissioners Trophy:
 Constable Jomerson Familiari

Rod Evans Memorial Award:
 Constable Nicholas Snook



A MESSAGE TO OUR SERVING MEMBERS

SUPPORT YOUR NT POLICE LEGACY



Northern Territory Police Legacy was established in September 1990, when the Annual Conference of the Northern Territory Police Association unanimously agreed to create the organisation to assist the dependent families of any NT Police Officer who had died whilst in service, or in retirement.

Policing is an incredibly valued service, and the NT Police Legacy supports families in a variety of ways assisting with their emotional, financial, education and welfare needs.

WHO WE SUPPORT?

NT Police Legacy provides assistance and support to surviving spouses and dependants of deceased Members who were serving or retired Northern Territory Police Officers, Aboriginal Community Police Officers and Auxillary.

HOW WE SUPPORT?

When a police officer passes away, the following support is available for the surviving family;

1. Education Grants – School/ University/TAFE fees (up to a prescribed amount per year) are paid for children of the family, up to and including 25 years old.
2. Field of Excellence Grants – apply by application, (up to a prescribed amount per year) where an applicant displays an excellence or exhibit an aptitude in a particular field including but not limited to arts, fine arts, business education sport or industry.

3. Ex-Gratia Grant – apply by application, (up to a prescribed amount per year) payments include tools & equipment of trade and Specialist medical costs/gap payments,
4. Remembrance Day Grant – (one family per annum upon invitation) this grant is considered to assist a NTPL Legatee Family to travel to Darwin to represent at Remembrance Day commemorations.
5. Christmas & Birthday – (up to a prescribed amount per year) monetary gift at Birthday and Christmas up to the age of 18
6. Events – bringing police legacy legatees together to create social connection and support

These are current as at 10 April 2021 and are subject to change.

YOUR COMMITMENT MAKES THINGS HAPPEN?

NT Police Legacy is a self supporting not for profit Incorporated Association funded by donations by members of the Northern Territory Police Force and members of the

public who kindly donate to help the NT Police Legacy.

As Members, you play your part through signing up for fortnightly payroll deductions.

It is because of your generosity, your colleagues and their families have been able to receive this much-needed support from NT Police Legacy, when they need it the most.

NOT SURE IF YOU ARE DONATING OR NOT?

Check your payslip and see if you are donating \$5.00 per fortnight to NT Police Legacy. Through the simple act of donating the value of a 'cup of coffee per fortnight' you are able to help NT Police Legacy maintain assistance to the Families. If you are not then please consider to do so by signing up or increase your donation using these links;

FOR ONLINE INSTRUCTIONS ON HOW TO DONATE

If you are a NT Police Officer or Government Employee who would like to make a regular contribution to NT Police Legacy through the payroll system please contact NT Police Salaries or simply go to



- myHR > My Money > Payroll Giving > CONTINUE button (bottom of the page) > click on Charities under the New Deduction option. You can view the list of registered charitable organisations on the drop down list. Select 'Northern Territory Police Legacy'. The Number of Deductions can be selected from the drop down list, select 'unlimited' for a fortnightly deduction.

If you would like to donate to NT Police Legacy, you can deposit directly into our account: Northern Territory Police Legacy incorporated is a deductible gift recipient which means that donation made to us of \$2.00 or more are tax deductible.

Name: NT Police Legacy
Bank: Bendigo Bank
BSB: 633-000
ACCT: 1700-27296

Thank you for your on-going support. It is appreciated.

Remember, NT Police Legacy is here when the Families need us.



WALL TO WALL RIDE

The Wall to Wall: Ride for Remembrance to honour police killed in the line of duty will be on this year.

A group of NT motorcycle riders will make a special journey to Canberra. The much anticipated annual charity event involves motorcycle riders from every state to remember the service and sacrifice of police and raise funds in support of their police charity organisations.

NT riders depart Darwin on September 9 and aim to arrive

in Canberra on September 18.

To get involved, participate or get information contact steven.langdon@ntpa.com.au and follow the Facebook site.

Each Australian Police Force supports the ride and begins at their local dedicated place of remembrance and reflection, where they pay homage to police officers who died in

the line of duty. From there they ride to Canberra.

In a final gesture of police solidarity and remembrance, the ride travels through Canberra to the National Police Memorial for a short, but poignant ceremony to commence the week in honour of colleagues and mates; their names recorded on the touch stones of the memorial wall.

Open to serving and retired members (sworn and unsworn) and all other friends, family and supporters of policing, the ride is a commemoration of service and sacrifice and a fantastic social event.

Like Us on Facebook and join our conversations in the lead up to our Australia's own, **Wall to Wall: Ride for Remembrance.**



NORTHERN VISIT

It was great to catch up with our hard-working members at Pine Creek, Adelaide River, Humpty Doo and Batchelor on a recent visit.

From lightning strikes on the police stations, to a well overdue increase in internet speed, Northern Field Officer Steve Langdon spoke to members about what issues are most important to police in the smaller stations, how best we can work for you to ensure you are safe at work, and discuss the key challenges facing members in smaller stations.

Among those he met with were Sgt Parkanyi, his wife Auxiliary Police Officer Andrea Parkanyi and Michael Bishop at Batchelor; Colin Quedley at Adelaide River and Andrew Jamieson and Craig Tregga at Pine Creek who are featured in the pictures below.

Keep up the great work!





SOUTHERN VISIT



It was great catching up with members on a recent visit down the track, stopping in at Tennant Creek, Ali Curung, Ti Tree and Alice Springs to talk about issues affecting remote police.



While in Alice Springs, President Paul McCue spoke with 8HA radio about policing in Central Australia, including the topical youth crime issue.

He also met with Member for Brainting, Josh Burgoyne MLA, to discuss the hard work police are doing in Alice Springs and issues affecting remote policing including funding and ageing infrastructure.

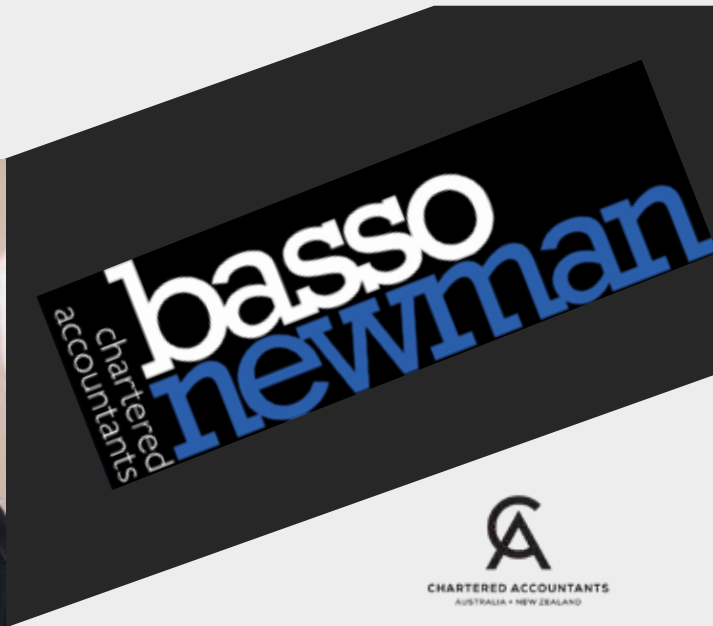
We will continue these important discussions given the ongoing impact this has for our members.

RESIGNATIONS & RETIREMENTS

NAME	RANK	DATE	REG NO.	CATEGORY
MARSHALL, Matthew John	Senior Sergeant	18/01/2021	3312	Resignation
BEDWELL, Andrew John	Sergeant	25/01/2021	2752	Resignation
SLATER, Jessica Lee	Constable	25/01/2021	3724	Resignation
GADD, Jeremy Francis	Auxiliary	29/01/2021	4708	Resignation
BARNES, Nicholas Steele	Senior Constable	5/02/2021	2964	Resignation
GOLDING, Brady John	Constable First Class	14/02/2021	3622	Resignation
CONWELL, Gary John	Recruit Constable	7/02/2021	30202	Resignation
AIKAS, Carita Melissa	Auxiliary	5/02/2021	4719	Resignation
NSHANGALUME, Amani	Auxiliary	12/02/2021	4713	Resignation
RICHARDS, Renee Lee	Auxiliary	14/02/2021	4714	Resignation
MARSH, Bernard Patrick	Senior Constable	24/02/2021	2155	Retirement
BECKER Kristian Gray	Senior Constable	27/02/2021	3254	Resignation
CLARK Georgie May	Constable	17/02/2021	30267	Resignation
ZEITZ Daranee Kim	Senior Constable	28/02/2021	3198	Resignation
FORREST Jessica Lee	Aboriginal Community Police Officer	12/02/2021	7381	Resignation
BAPTIE Aaron John	Auxiliary	12/02/2021	30230	Resignation
ARCHIBALD Lavinia	Senior Constable	14/03/2021	3154	Resignation
FERRICKS Kyle Lenard	Senior Constable	15/03/2021	2934	Resignation
MAWHINNEY Jamie Thomas	Senior Constable	12/03/2021	3150	Resignation
MUSCAT Nicholas Gregory	Constable	9/03/2021	30298	Resignation
DALY, Lynette Jessie	Senior Auxiliary	19/03/2021	4358	Retirement
AMESS, Taryn Jane	Constable	25/03/2021	30082	Resignation
MANGAR, Chol James	Constable	29/03/2021	30293	Resignation
TAIT, Samuel James	Constable First Class	4/04/2021	3281	Resignation
FINLAY, Demi-Rose	Auxiliary	18/03/2021	4856	Resignation
THIRD Ameer Louise	Sergeant	11/04/2021	2844	Resignation
SMITH-LESTER Mason Paul	Sergeant	5/04/2021	2454	Resignation
DAY Gemma Lauren	Senior Constable First Class	5/04/2021	3333	Resignation
MOON Elizabeth Orellana	Senior Constable First Class	5/04/2021	3437	Resignation
TRACEY Ellis John	Senior Constable	5/04/2021	2797	Resignation
MOORE Belinda Lee	Constable First Class	7/04/2021	3238	Resignation
LEEDER Jay	Constable	5/04/2021	30292	Resignation

NAME	RANK	DATE	REG NO.	CATEGORY
O'MALLEY Patrick Sean	Constable	7/04/2021	30302	Resignation
SPECKMAN Jessica Margaret	Constable	10/04/2021	3726	Resignation
WOODS Christine Anastasia Joy	Aboriginal Community Police Officer	9/04/2021	7431	Resignation
BHATIA Shivani	Auxiliary	7/04/2021	4866	Resignation
CHANG Chiao-Chih	Auxiliary	5/04/2021	4812	Resignation
KINNEAR Raymond	Auxiliary	29/03/2021	4763	Resignation
RICHARDSON Troy	Auxiliary	10/04/2021	4841	Resignation
PARSONS, Matthew Alan	Senior Sergeant	31/10/2020	2393	Resignation
EASTHOPE, Timothy	Senior Constable First Class	28/04/2021	2605	Resignation
O'RIORDAN, David Joseph	Senior Constable	5/04/2021	2948	Resignation
PEARCE, Hayden Leigh	Senior Constable	23/04/2021	2720	Resignation
SMITHERS, Tyrone Mark Donald	Constable First Class	27/04/2021	3245	Resignation
GREGORY, Tracey Lea	Auxiliary First Class	21/04/2021	4628	Resignation
HODGKINSON, Christopher James	Auxiliary	21/04/2021	4847	Resignation
SIMI, Nicholas	Auxiliary	26/04/2021	4775	Resignation
PARKER, Robyn Joyce	Senior Aboriginal Community Police Officer	7/05/2021	7230	Retirement
BLAKE, Jason	Sergeant	4/05/2021	2028	Resignation
BRAUNS, David Thomas	Senior Constable	7/05/2021	2624	Resignation
BUTCHER, Justine Kaye	Senior Constable	9/05/2021	3612	Resignation
CARR, Kevin Thomas Takarangi	Senior Constable	7/05/2021	2875	Resignation
ABDOOL, Dane	Constable	12/05/2021	30027	Resignation
BRAVOS, Andrew Peter	Constable	9/05/2021	3447	Resignation





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Tax Seminar

Tax seminar for **Individuals** and tax seminar for
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