



POLICE NEWS

The Independent Voice of Police in the Northern Territory

OCTOBER 2021

policecu.com.au

#BetterBanking



PLATINUM MEMBER EXCLUSIVE
SPECIAL OFFER*
SAVE AN EXTRA \$420

VARIABLE RATE HOME LOAN

1.89 % P.A.

1.91 % P.A.

COMPARISON RATE

NO PACKAGE FEE
Saving you \$420



Our variable home loan rate is so *low*
– you’d struggle to get under it!

Call **8928 9500**, visit our Palmerston branch at **Gateway Shopping Centre**, or apply online **policecu.com.au**



Police
Credit Union
PLATINUM

50
YEARS STRONG

Police Credit Union Ltd (PCU) ABN 30 087 651 205 AFSL/Australian Credit Licence 238991. Terms, conditions, fees, charges and lending criteria apply. Full details upon request. Interest rates current as at 24/08/2021 and subject to change. Maximum Loan to Valuation Ratio is 80%. Owner Occupied and New lending only with a minimum amount of \$200,000. Excludes Business Banking &/or Commercial loans and loans to a Trust or Self Managed Super Fund. Comparison rate is based on a secured \$150,000 loan over 25 years. WARNING: This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees and other loan amount might result in different comparison rate. PCU reserves the right to withdraw or amend product features at any time. Please consider if the product is right for you. **No further discounts apply.** *Special offer ends 31/12/2021.

FEDERAL BUDGET AND ITS IMPACT ON THE AVERAGE AUSSIE

There's been a lot of hype about the Federal Budget delivered by Treasurer, the Hon. Josh Frydenberg MP, on 11 May 2021. Sure, it comes after a tough year for our economy because of the global pandemic and market uncertainty – but what does it all mean for the average Australian?

The Federal Budget included several important changes that are likely to impact plenty of Australians - especially when it comes to their superannuation nest-egg. The proposed superannuation changes include a repeal of the current work test, a reduction in minimum age for downsizer contributions and changes to the self-managed superannuation funds residency rules.

Low and middle-income earners are also set to benefit due to proposed tax offset changes and plans to make childcare and first property purchases more affordable.

We explain some of these changes below.

Personal income tax

The Budget confirms the Federal Government's plan to retain the low and middle-income tax offset for the FY21-22 income year, which will provide further targeted tax relief for earners that fall into those wage brackets. You don't need to complete a section in your tax return to get these tax offsets. If you are entitled to any offset, it will be calculated and added, when you lodge your return. You will see the amount on your notice of assessment as the offset will be factored into your final refund estimate.

Child-care and pre-schools

Starting on 1 July 2022 the

Federal Government has announced \$1.7 billion over 5 years (and \$671.2 million per year ongoing) to increase child-care subsidies for families with more than one child aged five and under, in child-care. For a family with more than one child in child-care, the subsidy will increase by 30% to a maximum subsidy of 95% of fees paid for their second and subsequent children. Removal of the \$10,560 cap on the Child Care Subsidy will also occur.

Increase in Support for First Home Buyers

Despite the low interest rate environment, first home buyers are still finding it tough to purchase their first property, especially with the recent spike in house pricing. In a bid to help more young Australians buy their first home sooner, as of 1 July 2022, the maximum amount of voluntary contributions that can be released under the First Home Super Saver Scheme (FHSS) will increase from \$30,000 to \$50,000.

The FHSS scheme was introduced in the 2017-2018 Federal Budget to reduce pressure on housing affordability, by allowing first home buyers to make voluntary contributions towards their superannuation fund. This scheme allows first home buyers to save money faster inside their own super fund and then benefit from lower tax rates.

As of 1 July 2022, eligible

individuals will be able to release up to \$50,000 under the scheme to assist in the purchase of their first home. Voluntary contributions made from 1 July 2017 can count towards the total amount released.

Superannuation

Repealing the work test for voluntary superannuation contributions

Currently, anyone aged between 67 and 74 years can make voluntary concessional and non-concessional contributions to their superannuation or receive contributions from their spouse if they work at least 40 hours over a 30-day period in the relevant financial year.

The budget proposes that those in this age bracket will be able to make or receive non-concessional contributions or salary sacrifice superannuation contributions without having to meet the work test. Removing the work test requirement will provide greater flexibility for the many older Australians wanting to save for retirement through superannuation.

Older Australians will still need to meet the test if they want to make personal deductible contributions and will continue to be subject to existing contribution caps. The Federal Government expects to have required legislation passed to achieve a start date of 1 July 2022.

Reducing the eligibility age for downsizer contributions

The eligibility age to make downsizer contributions into superannuation will be reduced from 65 to 60 year's old and is also expected to be in place from 1 July 2022.

The downsizer contribution allows people who have sold their home to use the proceeds to make a one-off, post-tax contribution into their superannuation of up to \$300,000 per person or \$600,000 per couple – without impacting non-concessional contribution caps.

This is sure to encourage older Australians to downsize to a home that better suits their changing needs and deliver larger homes to the market for younger families.

Relaxed residency requirements for Self-Managed Superannuation Funds (SMSFs)

Relaxed residency requirements for SMSFs and small APRA-regulated funds are expected to be ready for 1 July 2022. Changes will mean SMSF and Small APRA Fund (SAF) members can make superannuation contributions even if they are temporarily overseas while working or studying for up to five years.



Police Credit Union
Better Banking

Although Police Credit Union can't help you with lodging your tax return, we can help with your banking. The Police Credit Union Platinum package offers free and exclusive benefits including \$0 package fees on any home, investment or car loans 1. If you're looking for a new car, considering buying your first home

or need assistance refinancing your existing home loan, consider speaking to our dedicated Platinum Relationship Manager, Jayde Hynes. Send Jayde an email at jyhnes@policecu.com.au or call 0458 083 270, she personally works with our Platinum Members to determine the best banking options.

For those considering life after work, Police Credit Union is proud to offer GO SIXTY PLUS, a specific product package for those considering their financial goals in retirement. Linda Ginever, the GO SIXTY PLUS Relationship Manager, is available for free no-obligation chats over the phone. Call 0438 859 797 and she can help you find the best

products to suit your lifestyle needs.

To find out more any Police Credit Union products head to our website at policecu.com.au/platinum or call our Palmerston branch at Gateway Shopping Centre on 8928 9500.

For detailed taxation information head to www.ato.gov.au

POLICENEWS

EXECUTIVE EDITOR

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

PUBLISHER

Campaign Edge Sprout is appointed by the Northern Territory Police Association as the authorised publisher of Northern Territory Police News.

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

EDITORIAL CONTRIBUTIONS

Must be supplied via email to Kieran.Banks@ntpa.com.au with all high-resolution images sent as a separate file.

Northern Territory Police News is published by the Northern Territory Police Association Inc., Level 2, Suite 209 'Spirit in The Avenue', 12 Salonika Street, Parap, NT, 0820. Contents are subject to copyright. Reproduction in whole or in part without written permission of the publisher is prohibited. Organisations which represent sworn police officers' industrial interests, however, may reproduce any part of the content of Northern Territory Police News without permission of the publisher. Opinions expressed are not necessarily those of the editor.

The NTPA and the publisher accepts no responsibility for statements made by advertisers.

DISCLAIMER

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

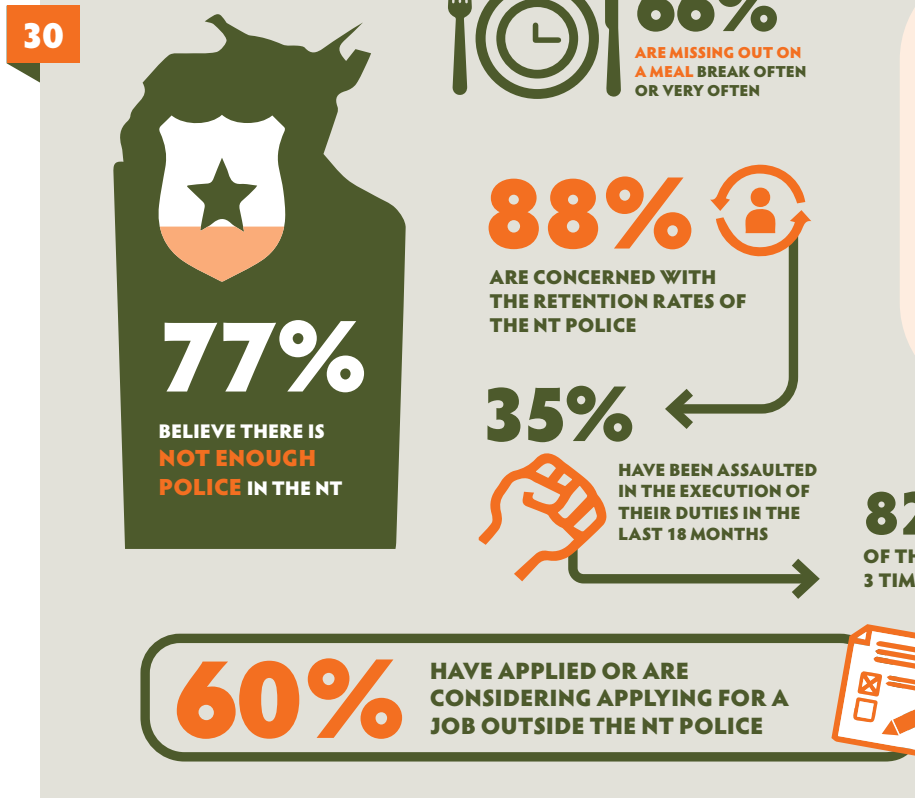
COPYRIGHT

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

ADVERTISING

Advertising in this journal are solicited from organisations and businesses on the understanding that no special considerations other than those normally accepted in respect of commercial dealings, will be given to any advertiser. For enquiries regarding advertising in this magazine, please contact Communications Officer Kieran.Banks@ntpa.com.au.

THE INDEPENDENT VOICE OF POLICE
IN THE NORTHERN TERRITORY



THE NT POLICE ASSOCIATION IS PROUDLY SUPPORTED BY:





CONTENTS

..... OCTOBER 2021



- 07** President's Message
- 08** Northern Field Officer's Report
- 10** Southern Field Officer's Report
- 12** Legal Report
- 14** From Parliament
- 16** Executive Update
- 19** Farewells

- 23** Commissioner's Message
- 24** Graduations
- 26** NTPA Annual Conference
- 30** Member Survey
- 34** Australian Police Golf Championships
- 40** VALE Robbie Willetts
- 44** Resignations & Retirements

REGIONAL DELEGATES

ACPO

Chairperson David Lister
Vice-Chairperson Derek Williams
Secretary Vacant
Ordinary Member 1 Nathan Guy-Cardona
Ordinary Member 2 Vacant

AUXILIARY

Chairperson James Green
Vice-Chairperson Eileen Kirkby
Secretary Vacant
Ordinary Member 1 Jason Pottenger
Ordinary Member 2 Melissa Bridgeman

BARKLY

Chairperson Vacant
Vice-Chairperson Stephen Heyworth
Secretary Luke O'Connor
Ordinary Member 1 George Giolka
Ordinary Member 2 Lochlan Holcombe

BERRIMAH

Chairperson Karl Day
Vice-Chairperson Matt Akers
Secretary Matthew Allen
Ordinary Member 1 Caragh Hen
Ordinary Member 2 Shane Walker

CASUARINA

Chairperson Vacant
Vice-Chairperson Vacant
Secretary Vacant
Ordinary Member 1 Vacant
Ordinary Member 2 Vacant

CENTRAL

Chairperson Leighton Arnott
Vice-Chairperson Jason Dingle
Secretary Jeremy Brunton
Ordinary Member 1 Tom Chalk
Ordinary Member 2 Stephen Jones

COMMISSIONED OFFICERS

Chairperson Vacant
Vice-Chairperson Vacant
Secretary Vacant
Ordinary Member 1 Pauline Vicary
Ordinary Member 2 John Atkin

DARWIN

Chairperson Michael Valladares
Vice-Chairperson Angela Stringer
Secretary Todd Lymbery
Ordinary Member 1 Pantelis Pizanias
Ordinary Member 2 Christopher Carter

NORTH EASTERN

Chairperson Kim Chambers
Vice-Chairperson Vacant
Secretary Brentley Holmes
Ordinary Member 1 Peter Hansen
Ordinary Member 2 Stephen Nalder

PALMERSTON

Chairperson Colin Quedley
Vice-Chairperson Steven Downie
Secretary Peter Birch
Ordinary Member 1 Simon Prentis
Ordinary Member 2 Paul Parkanyi

SOUTHERN

Chairperson Brodie Anderson
Vice-Chairperson Philip Emmett
Secretary Steven Haig
Ordinary Member 1 Vacant
Ordinary Member 2 Luke Crotty

SPECIALIST SERVICES

Chairperson Michael Budge
Vice-Chairperson Troy Harris
Secretary Stuart Short
Ordinary Member 1 Stuart Butcher
Ordinary Member 2 Neil Mellon

*Delegates as at 20 February, 2021

EXECUTIVE SUB COMMITTEE & PANELS 2021/2023

FINANCE & GOVERNANCE COMMITTEE

Owen Blackwell (Chair)
 Paul McCue
 Sue Seears
 Lisa Bayliss
 Brett Cottier
 Lisa Burkenhagen

INDUSTRIAL COMMITTEE

Paul McCue
 Owen Blackwell
 Amanda Nobbs-Carcuro
 Joshua Cunningham
 Lisa Bayliss
 Chris Wilson

LEGAL ASSISTANCE COMMITTEE

Chris Wilson (Chair)
 Adam Swift
 Brett Cottier
 Owen Blackwell
 Terry Simpson

WELFARE COMMITTEE

Paul McCue (Chair)
 Brett Cottier
 Ian Nankivell
 Terry Simpson
 Adam Swift

Executive Sub-Committees as at 7 September 2021

EXECUTIVE MEMBERS



PAUL McCUE
 PRESIDENT
 NTPA Office



LISA BAYLISS
 SENIOR VICE PRESIDENT
 Police College



CHRIS WILSON
 VICE PRESIDENT
 Command Training, Alice Springs



OWEN BLACKWELL
 TREASURER
 Police College



ADAM SWIFT
 EXECUTIVE MEMBER
 Darwin Station



BRETT COTTIER
 EXECUTIVE MEMBER
 Serious Crime



IAN NANKIVELL
 EXECUTIVE MEMBER
 Tennant Creek



JOSH CUNNINGHAM
 EXECUTIVE MEMBER
 Watch Commander, Darwin



AWAITING
 ELECTION

AWAITING ELECTION
 EXECUTIVE MEMBER



LISA BURKENHAGEN
 EXECUTIVE MEMBER
 Domestic and Family Violence



SUE SEEARS
 EXECUTIVE MEMBER
 School Based Policing



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



IN ELECTION

IN ELECTION
 EXECUTIVE MEMBER



IN ELECTION

IN ELECTION
 EXECUTIVE MEMBER

NTPA STAFF MEMBERS



AMANDA NOBBS-CARCURO
 Legal Officer



STEVEN LANGDON
 Northern Field Officer



PETER STOWERS
 Southern Field Officer



KIERAN BANKS
 Communications Officer



TESSA PRINGLE
 Executive & Compliance Office



ZOY KELLAWAY
 Administration Officer



MANON KEEN
 Temp Administration Officer



Following the most recent Executive elections, it was terrific to see Senior Aboriginal Community Police Officer (ACPO) Lisa Burkenhagen and Senior Auxiliary Sue Seears elected to the NTPA Executive.



Paul McCue
President

CONFERENCE 2021

Having just concluded Conference 2021, it is abundantly clear the pressures on our police force continue to be greater than ever.

The theme this year, "Stronger Together", a message not only to capture the resilience of our membership, but to underline the importance of being a member of the Northern Territory Police Association.

During our Delegate Day a key workshop was held primarily focusing on the results from the 2021 Member Survey and the lead into the negotiations for the 2022 Consent Agreement.

The official opening of conference included my opening address which

can be seen on page 28, focusing on the following key policing priorities:

- Remote Policing
- Assaults on Police
- Mental Health and Wellbeing
- Discipline
- COVID & Resourcing
- NTPA Survey 2021

Additionally, delegates heard from the Minister for Police, Shadow Minister for Police, and the Commissioner on their priorities for policing including

aspects of the Association's key election submission from 2020.

With the focus being ongoing COVID resourcing requirements, including the severe impact this is having on core police duties, the Association will continue to highlight failures in response capability due to staffing shortages, something only additional COVID resourcing will assist with. The Government cannot expect its Police to do more with less in the current environment.

Finally, following the most

recent Executive elections, it was terrific to see Senior Aboriginal Community Police Officer (ACPO) Lisa Burkenhagen and Senior Auxiliary Sue Seears elected to the NTPA Executive.

With all ranks now represented at the NTPA Executive level, we look forward to continuing to represent the best interests of members in the challenging policing environment we all face today.

Stay safe,

Paul McCue
President



Steven Langdon
Northern Field
Officer

«
Having active discussion at region level helps bring new ideas to the table for all the NTPA regions to listen to and benefit from.
 »

NORTHERN FIELD OFFICER'S REPORT

Three quarters of another year gone, and it seemed only yesterday 2021 was beginning.

Our world here in the NT had returned to a relatively normal way of life, no lock downs, everything open and mostly everyone going about their normal daily routine. Then as the months progressed we started to hear about the Delta Strain of Covid. What does this mean? Well, for the main part nothing, just carrying on with life as normal. A couple of bumps in the road with two lock downs and out the other side.

The NT as a whole is a little wiser and hopefully better prepared than it was before the lockdown, and we all got through the issue "on overtime mostly". So, thank you to all for the effort that it has taken across our members to do the normal work with Covid happening alongside.

It would be great if the road map out included travel at Christmas so we can all catch up with friends and family that are interstate, so let's wait and see.

As I travelled around the NT the old chestnut of discipline continues to create conversation. It doesn't matter where I am within Darwin or across the NT, many members speak to me about the current disciplinary process. Yes, most definitely the NTPA has seen a greater number of requests for assistance in this space in the past two years.

While there is movement that is underway to see Part IV improved, I would like to provide some quick tips if you are involved in a CAP or Part IV. All the NTPF internal processes are just

that - processes. Members can read how the system works and what steps are next as the process moves forward. The process when in these situations can seem daunting and never ending, however it is a process. The NTPA have over many years helped members through this process and will continue to do so for many more. First and foremost, if you find yourself in this space, please contact our office so we can assist immediately and guide you through.

The second point of contact I would recommend is with Support and Wellbeing, even if you feel you are fine just letting them know will ensure you are followed up as the process moves forward. We all react different when under

stress and in an uncommon environment, so the NTPA believe it is important that you seek your guidance from us. Because of the added stress to an already stressful workplace remaining calm and composed is beneficial. Anger towards the situation is understandable, however hard to work with. So please seek our advice and guidance. Unfortunately we too often come across the "I was told by" "to do this". Once a process has started with incorrect advice it is hard to roll back.

I have mentioned over the last 12 months working with PFES housing to ensure we see the growth promised from 2 person to 3 person stations. It is pleasing to see that over this last 12 months stations have grown. Permanent housing has



Houses at Milikapiti

Riders goes towards NT Police Legacy. R/Sgt Tom Chalk and Retired member Bob Pedersen did a truck load of work down in Mataranka and they alone contributed approximately \$10,000 straight to NT Police Legacy. Given Covid and the restrictions in place and uncertainty around what would happen, the NT Long Riders only did an overnight rider again for 2021, this year out to Adelaide River for the night after a small blessing at the NT Police Memorial Wall and stop at Huey's memorial. During the beers and tall stories Big O (Sgt Owen Blackwell) conducted a fine session for some of the NT Long Riders passed indiscretions and new ones committed, this total was exactly \$303. This amount was fitting given that we were drinking at the 303 bar at the Adelaide River Inn... Freaky, but that total did not stay for long as a rider who did not make the overnight spot coughed his outstanding fines at lunch on the return leg and a total of \$403 was handed over to NT Police Legacy for the weekend. The Baton holder for 2021 was retired member Scott "Pumba" Manley. 2022 is all ready being planned, so if your keen save the dates, (ie: apply for gazetted leave) the NT Long Riders will be leaving Darwin on 8 September 2022 for the national service on 17 September. If we are still in a state of Covid there will be an alternate run to the Rock for those looking to ride. Further details will be posted on the NT Long Riders FB page, or give me an email.

been sourced and completed at Milikapiti, extra housing sourced in Borrooloola, Adelaide River, Lajamanu, Oenpeli, Mataranka with some changes in Numbulwar. I will continue to work on this with PFES Housing to ensure growth in our remote areas. Some will be longer projects than others given the circumstances in their respective areas but will not be forgotten. At the time of writing I have had conversation in relation to Kalkarindji and what can be done there, Timber Creek has had a residence become available with a trip planned to view in the coming days (will be done by time of print). Along with new housing we have seen finally the soil turned and the new station and housing at Ngukurr get underway. Maningrida also has a new

station planned – no soil turned as yet but coming. I implore the NTPF and the NT Government to continue to fund the up grading of our old stations to improve the resources for our members in an ever increasing stressful, busy and sometimes hostile environment. The NTPA appreciate the dedication it takes from our members' partners to make the best of these old houses turning them into homes for the family while their spouse is out at all hours of the day and night providing a service to the community.

It was pleasing to see the number of motions from the NTPA regions this year during conference. Having active discussion at region level helps bring new ideas to the table for all the NTPA regions to listen to

and benefit from. October sees our regional delegate positions up for their biennial election, I encourage all current regional delegates and those wishing to join to nominate. The period of office is from October 2021 to October 2023, I am sure that the election period will be almost under way when this article is released – but if you have any questions feel free to give me a call or email.

Wall to Wall 2021 was unfortunately struck down by that Covid pandemic once again. That however did not take away from the numbers of NT riders that registered for the 2021 event. At last count we had 23 registered riders which was up 6 from 2020 for the National Event. The fund raising conducted by the NT Long



Glen Huitson Memorial



Wall to Wall evening



Peter Stowers
Southern Field Officer

«

Every day I speak with our members and often I will have informal chats with those members leaving us.

Reasons for leaving did not include dissatisfaction with our pay and conditions, it seems to stem to a lack of empathy, a lack of support, a lack of confidence and a lack of appreciation.

»

SOUTHERN FIELD OFFICER'S REPORT

On Thursday the 29th of July and on behalf of the NTPA, I was given the honour to attend the funeral service of former Constable Robert 'Robbie' Charles Willetts, registered number 1898, aged 57.

A humble and quietly spoken man and a well-respected member of the policing family. On behalf of Fay and Robbie's family and friends I would like to pass on their most sincere appreciation and sense of pride they felt that Commissioner Jamie Chalker APM had taken the time to travel to Mount Isa and deliver on behalf of Robbie's police family a very emotional eulogy paying the utmost respect and homage to his friend and work colleague.

Thank you also to Ray Musgrave and partner Katherine Hampton for accompanying me on the long drive to and from Mt Isa and also Robbie's squad mate Acting Assistant Commissioner

Travis Wurst, former OIC Batchelor and friend, Supt James Alan O'Brien and Supt Mark Grieve. I will never forget how Mount Isa Police controlled an unusually long slow-moving motorcade to the Mount Isa Cemetery where a riderless horse silently guided the procession on foot to Robbie's final resting place. RIP.

When you consider the concerning resignation and retirement numbers for the March quarter of 23 and June quarter of 54 and the yet to be released number for the September quarter and then factor in, Covid duties, leave, medical inability, part time, restricted duties, suspension, or those members dismissed

from the Force, you would be excused for wondering who is left holding our front line. Across the Territory we are losing some of our best people, hundreds of years of combined experience and knowledge gone. Retention strategies appear not to focus on holding onto experience but on ramping up recruitment. Thank you to the willing, experienced, and dependable few who constantly put their hands up to fill a hole in a roster and are heavily relied upon to mentor and keep safe our many new graduates from the Police College.

Every day I speak with our members and often I will have informal chats with those members leaving us.

Reasons for leaving did not include dissatisfaction with our pay and conditions, it seems to stem to a lack of empathy, a lack of support, a lack of confidence and a lack of appreciation. Recently I asked two of our members who appeared to be struggling why they keep putting their hand up for overtime. They advised that it was not a matter of money but more an obligation to ensure there were enough vans on the road to keep their mates safe. When the expectation of duty above self was first brandished around the workplace it felt a general lack of respect for our members time off, and a failure to recognise or take into consideration that members have lives and



responsibilities outside of work.

Constantly under extreme pressure to get things done, get it done quickly and without mistake. Then, when some of our members fall over, there is a sense of being pounced upon, with little empathy.

It is my view that natural justice or procedural fairness comprises three components: the opportunity to be heard; there must be no bias; and the decision must have some basis in fact or reasoning. Essentially, be it internal or criminal, it requires that a person receive a fair and unbiased hearing before a decision is made that will negatively affect them.

In Alice Springs when it comes to alleged serious breaches of discipline or criminal charges, I am often the first port of contact by the delegated officer and am often advised in advance prior to the service of any documentation or in recent matters immediately at time of arrest. I am often well positioned and able to pre warn our legal officer of things likely to come and more importantly be there on the ground to provide immediate member support and advice during this stressful process. This quarter the NTPA have assisted copious members subject to Part IV action to say the least it has been an extraordinarily hectic and busy time for all NTPA Staff especially for our legal officer.

Congratulations to Police, Fire and Emergency Service Graduation Class of 2021, Cadet Squad 9 who marched out at the Alice Springs Desert Park on the 24th of June. It was a very proud moment for Senior Constable 1st Class Wade Pahi as his son, PFES Cadet Jack Pahi, who was awarded The Excellence in Leadership Trophy. The Trophy, which is presented to the Cadet who consistently displays leadership and guidance within the squad. On behalf of the graduating class, Jack was selected to give the final farewell speech. Awesome job Jack and to the rest of the Cadets.

HOUSING

A perceived housing crises with the scheduled arrival of 32 Constables and ACPOs in August and more members arriving in December caused somewhat of a panic. Some pressure was eased by the handing back of housing to the pool by an unusually high number of members resigning or geographically transferred. Thank you, Lauren, Maddie, and Jess, for all the work you have put in on behalf of our members for what is often a very thankless job. In the end there was no need for the panic as the target was met with time to spare.

Additionally, no one ever said that policing was going to be easy, especially for those recently graduating members who have ended up a long way from home in the Red Centre. Sometimes it's the little things that make a big difference. I applaud Supt Tony Deutrom on his incentive to present our newest members with a gift pack welcoming them to the Alice.

The Camp Dogs Rugby team donated \$2500 to the Cancer Council (NT). This money was raised from the sale of jerseys and supporter wear, the majority of which was purchased by members of Southern Command. This year the Cancer Council was nominated as the recipient charity by Constable Anneliese Hudson. The team was made up of serving Police (NT and AFP) and Corrections officers, along with a Police cadet, sons, and partners of serving officers and some support from Central Bulls. A big shout out to the major sponsors being the NTPA, Fleet Network and Red Centre Technology. A big thank you to Greg at Intersport for organising the gear and getting it here on time. Thank you, Jimmy Nolan, without your leadership commitment and unwavering drive the Camp Dog's would not be the success they are. After all these years stuck in the desert Red Centre, I wish you and Lauren the best of luck on the big move north of the Berrimah line.





Amanda Nobbs-Carcuro
Legal Officer

«
Independent research conducted by the mental health charity, beyondblue, suggest that almost 50% of all working Australians will experience bullying at some time in their working life.
 »

RANK AND FILE DISCIPLINED WORKFORCE OR BULLYING BEHAVIOURS

All employees are required to behave in a reasonable and professional manner and treat others with dignity, courtesy and respect.

Types of bullying behaviours whether intentional or unintentional include aggressive and intimidating conduct. It is not okay to yell and abuse somebody regardless of your rank in the organisation. This is bullying behaviour and should not be tolerated. Nobody has the right to abuse somebody about their performance or lack thereof, to do so is offensive abuse and is likely to be considered bullying behaviour.

Why am I raising this? Because disappointingly, I have personally witnessed this type of behaviour on more than one occasion since commencing with the NT Police Association. I have personally raised this poor behaviour with senior members of the NT Police and to date have received no

response. If one talks of wanting a professional workforce then all must conduct themselves in a professional manner including those at the most senior ranks within the organisation.

There are policies, procedures and processes in place to deal with underperformance and misconduct. These are detailed and comprehensive. None of these provide for anybody regardless of rank to engage in aggressive and intimidating conduct. Aggressive intimidating conduct includes, but is not limited to:

- Yelling and displaying aggression
- Using abusive language
- Threatening somebody's position
- Intimidating behaviour

that is physically or verbally threatening

- Restricting someone's ability to remove themselves from a situation where they feel under threat
- Persuasive intimidation to influence outcomes

It is trite to say that Policing is a very tough business. The reality is that the policing profession requires resilient and tough leaders. Often people confuse bullying with toughness. If you work for someone who has high expectations of you and strives to bring out the best version of yourself, this doesn't equate to your next in line 'bullying' you but often as outlined above there is a very fine line.

Workplace bullying is a very real concern in workplaces

around the country. The Productivity Commission estimates that workplace bullying is costing the Australian economy between \$6 billion and \$36 billion every year.

Independent research conducted by the mental health charity, beyondblue, suggest that almost 50% of all working Australians will experience bullying at some time in their working life.

No one in a workforce should be subjected to bullying behaviour, it is not representative of the professional standard of the NT Police Force. The NTPA encourages all its members to report this behaviour if it's being experienced and to seek guidance from us on how best you can raise the behaviours in a safe and respectful environment.



basso newman

chartered
accountants

Providing services from tax and accounting, wealth advisory and audits to assurance and bookkeeping, our customer portfolios have flourished since Trevor Basso first established the firm in 1981. With us, you will benefit from 20+ years of experience, insight and innovation across the business advisory, financial and accounting services you may need.



TAXATION



BOOKKEEPING



SUPERANNUATION



AUDIT



20% Discount to NTPA Members and their families for taxation services!



(08) 8224 0066



www.bassonewman.com.au/



LT@bassonewman.com.au



www.facebook.com/bassonewman/

AS@bassonewman.com.au



www.linkedin.com/company/basso-newman-pty-ltd

HON. NICOLE MANISON

.....

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

Nicole Manison
Police Minister



It was a pleasure to be at the Northern Territory Police Association's Annual Conference early in September to acknowledge the NT Police Force's incredible work over the past 18 months of the COVID-19 pandemic.

As I touched on at the Conference, COVID does remain the greatest threat to the Territory, and while the vaccination program is gaining momentum, there's still some way to go before it can be back to business as usual for NTPF members.

It's because of that fact that we have delivered a record police budget and police numbers to help support you in your daily duties and COVID operations undertaken by Police, and we will continue to do so.

This commitment is underpinned by the importance of the strong recruitment program that has been undertaken this year to ensure that each location has the important resources to be able to serve

and protect each community.

For their significant efforts this year, we're really grateful to all of the team at the College who are doing a great job.

It's been a privilege to welcome four new Constable squads so far this year, along with new Aboriginal Community Police Officers, Aboriginal Liaison Officers and Auxiliaries, with more to come before the year is out.

One of our commitments that I announced as part of the Conference was the establishment of the Worker Welfare Review, a process in which the Association will be heavily involved.

This is important work to



It's been a privilege to welcome four new Constable squads so far this year, along with new Aboriginal Community Police Officers, Aboriginal Liaison Officers and Auxiliaries, with more to come before the year is out.



make sure we have it right when it comes to the welfare of members, to make sure we have the right resources and support, especially when it comes to stress, trauma, PTSD and depression.

On the note of members' welfare, I acknowledge Senior Constable Brodie Anderson on being announced as the deserving recipient of the Rotary Club of Darwin Northern Territory Police Officer of the Year for 2021.

This speaks volumes of the importance placed on SC Anderson's role as a Welfare Officer and the high esteem in which she is held.

When the award was announced, one of the key achievements noted was the support and care provided to other members and their families who may be experiencing hardship, grief, family breakdown or who have been injured in the line of duty.

Congratulations to SC Anderson - Police Officer of the Year is a prestigious award.

In the lead up to the

Conference, it was fantastic to again have the opportunity to visit a number of stations, to meet those of you out there on the frontline, and to hear from you directly with your valuable ideas and feedback.

I got out to Borroloola, Ti Tree, Ali Curung, Tennant Creek, Alice Springs, Wadeye, Peppimenarti and Daly River and spent some valuable time at Darwin following the introduction of the new Youth Justice Legislation Amendments.

One of the next legislative reform proposals we are working on is the penalties associated with assaulting a police officer.

While new coughing and spitting penalties have been introduced since COVID hit, we have established a working group, which includes representation from the NTPA, with the group's work intended to inform any proposal to make further legislative amendments to support the frontline.

Thanks again to you all for your ongoing commitment and efforts and I look forward to catching up with more of you on the next round of station visits.



LIA FINOCCHIARO

.....

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

Lia Finocchiaro
Shadow Police Minister



I can't even begin to imagine the relentless pressures of policing in a global pandemic and with crime as bad as it is.

We truly value the sacrifice and dedication each of you has shown to keep Territorians safe – not just securing our borders, but also for your staunch commitment to the day-to-day policing of our vast and diverse Northern Territory, which we know never stops. We also thank your families for supporting you to serve and protect.

Recently the Chief Minister dragged the Northern Territory Police Force into a political contest and showed just how little regard he has for you, or the important work you all do. It's no wonder that he doesn't hold the police portfolio.

In a clumsy and arrogant social media post announcing the date for the Daly by-election, Michael Gunner claimed it was Territory Labor who are keeping the Northern Territory safe from the COVID pandemic.

He didn't bother acknowledging the work of Northern Territory police and our health professionals who have been doing the most extraordinary job.

Michael Gunner attempted to take credit for the hard work of every man and woman who pulls on the blue uniform, as well as our tireless health professionals, who have been at the coalface of the Northern Territory's COVID response for almost two years now.

We back the sentiment, 100 percent, from your NTPA President, Paul McCue, that this was a complete insult to you all and a blatant and shameful politicisation of COVID.

Bizarrely, Michael Gunner again took to Facebook and in a petty rant responded with "I will not be bullied or silenced by a union", before accusing the NTPA of politicising COVID.

Michael Gunner is unbelievable and doesn't seem to grasp even the basics of leadership.

You don't deserve to be vilified by a keyboard warrior.

We continue to stand up for police against a government that has abandoned law and order. If they supported you, they would have provided additional funding to your agency to deal with the COVID response. Instead, you're being forced to siphon from existing resources.

If they supported you, they would have agreed to a parliamentary inquiry into why the Northern Territory Police attrition rate has doubled in the past 12 months.

If they supported you, they would have fast-tracked a review of Part IV of the Police Administration Act.

In stark contrast, the CLP Opposition is unwavering in its support for the Northern Territory Police.

A CLP Government will ensure the Police portfolio is held by me as Chief Minister, ensure resourcing for police – including a continuous recruitment program, move youth justice from Territory Families back to Corrections, and ensure the rights of victims are put above the rights of offenders.

«

We continue to stand up for police against a government that has abandoned law and order.

»

Sue Sears
Executive Member



«
Whilst it has been years since I manned a fire communications console, it was a big highlight in my career and one I remember fondly.
 »

SUE SEARS



I joined the NT Police Force 22 years ago and was excited to be one of the first Police Auxiliaries employed as Fire Communicators who were first on the ground, or rather in the “hot seat” when the brand new Joint Emergency Services Communications Centre (JESCC) went live on the 3rd May 1999.

Prior to this my squad of 5; Julieann, Lisa, Ray, Karen and I first trained with the NT Fire and Rescue Service at Iliffe Street Station (from 19th April 1999).

There we discovered how difficult it was to see through a BA mask in a fire, gingerly climbed the aerial ladder of a fire truck (with harnesses fitted of course) and were instructed in ‘fire speak’ for 8AP radio dispatch (NTFRS call sign). Whilst it has been years since I manned a fire communications console, it was a big highlight in my career and one I remember fondly.

Over the years I have been fortunate to work in many

Police Auxiliary roles in different Divisions and Stations, including:

- Berrimah Police Station - Joint Emergency Services Communications Centre
- Tennant Creek Police Station – Watch House & Front Counter & Court Guard
- Alice Springs Police Station – Communications & Speed Cameras
- Casuarina Police Station & Parap Police Station - Neighbourhood Watch Support & Safety House Coordinator
- Nightcliff Police Station & Darwin Police Station - Youth Engagement &

Judicial Operations – Victim Engagement, Community Engagement, CPTED Audits, Think U Know Presentations and Personal Safety Presentations

- Darwin Police Station - School Based Policing Program (present)

During my career I have been witness to the increased presence of Police Auxiliaries in the NT Police Force. We are everywhere! And it seems that our role within the NT Police Force is forever changing and evolving – there are more than 250 of us now! Whilst I welcome the opportunity for versatility in our roles as Police Auxiliaries (existing & new), we need to

tread carefully to prevent role-creep. We are NOT Constables, we do NOT have the same legislative powers, do NOT receive adequate training for these additional duties, do NOT get paid the same and receive NO housing entitlements.

I have been involved with the NTPA as a delegate for the Police Auxiliary region since 2018... Yes it took me a while to step up! Over the last 4 years I have been lucky to meet and engage with fellow officers of ‘The Blue Family’ – one that I am honoured to be part of. I am passionate about protecting our work conditions and entitlements and thought I had best step up again this



year for an Executive role.

I must say it puts a huge smile on my face to know that I am the first ever Police Auxiliary to sit as an Executive Member for the NTPA. Senior Aboriginal Community Police Officer Lisa Burkenhagen is also the first ACPO to sit as an Executive – KUDO's to us!

As an Executive Member I now represent all of you! Aboriginal Community Police Officers, Police Auxiliaries, Constables and Commissioned Officers. We are allocated branches of the NTPA to monitor as Executives and I have been nominated for the Police Auxiliary Region, no surprise there, but also the Casuarina Region.

We are all under immense pressure in our workplace with our ever increasing workload, staff shortages, Assaults against Police, Disciplinary Actions, Training and Mentoring management and the COVID-19 Emergency Response. It seems that we; the NT Police Force, are always the "caretakers in a crisis", but short term 'knee-jerk' reactions to Government demand often have lasting effects on our work & home-life balance and mental health. Last year I trained as a Peer Supporter and hope that I can offer support to my fellow members in this role. Let's all look out for each other, don't be afraid to ask for help, support is always there.

My current Sergeant on hearing of my election to the NTPA Executive stated that "I was a glutton for punishment"... I must strongly disagree. I revel in being busy, look forward to expanding my knowledge of NT Police Force operations and in this role, meeting more of you!

I am currently working from Darwin Station in Youth Engagement and Judicial Services on the 3rd Floor. If you have any questions I may be able to assist with please do not hesitate to contact me either by email or phone. Better yet, just simply drop in for a chat, my door is always open!

«

I am currently working from Darwin Station in Youth Engagement and Judicial Services on the 3rd Floor.

»



Lisa Burkenhagen
Executive Member

«
Being on the executive opens your eyes up to what's happening in the background and how hard Paul and his crew in the office work, along with all of the exec members.
»

LISA BURKENHAGEN



So I was initially asked by the President if I would like to fill in a spot on the executive committee due to a member resigning. Paul said it would be a good opportunity for me to see what goes on, the robust discussions and how things are run.

I thought that it sounded good and attended a few meetings. Then from there I was told by a number of executive members that elections were coming up soon and I should think about applying for a position.

I thought about it long and hard, it wasn't a spur of the moment decision because it is a 4 year commitment, but I thought, why not, I am certainly interested and committed to supporting NTPA in every other way, I've

been Chairperson, vice chair, secretary and ordinary member of the ACPO region over the last 16 years of being in the job.

I will be covering the ACPO region and Berrimah Region with Owen Blackwell. I am looking forward to the new challenges of being on executive committee. What I hope to achieve is getting more ACPOs involved in the region meetings and others on their committees. I want to promote the benefits of being involved in the NTPA

and what the benefits are of being a financial member.

I'm always wanting to assist members in any way now I can do it as an executive member.

Being on the executive opens your eyes up to what's happening in the background and how hard Paul and his crew in the office work, along with all of the exec members.

I feel really grateful that I am on this committee and get to sit with my peers.

«
I will be covering the ACPO region and Berrimah Region with Owen Blackwell.
»

FAREWELLS

BY SOUTHERN FIELD OFFICER PETER STOWERS



SUPERINTENDENT

PAULINE VICARY

On the 27th of August, we said farewell to Police Number 1423, Supt Pauline Vicary.

After a long 38-year career you are now free to do all those things you've been dreaming of.

For someone who started out as a 16-year-old Police Cadet I am sure that you are too young to retire. Well played, there are many who remain in the job that envy your well-deserved new life of leisure. Aside from your delightful personality, what will be missed most is your clear focus on matters pertaining to the welfare and best interests of our members. Congratulations Pauline you have served the community of the NT with compassion and commitment. On behalf of the NTPA, may yours be a long, happy and healthy retirement.



SERGEANT

MALCOLM GUERIN

On the 22 July we said farewell to Police Number 1683, Sergeant Malcolm Guerin.

Congratulations on the happy day of your retirement. A police career of 34 years solely serving in Southern Command is a fantastic achievement.

Your wealth of experience on departure will be a significant loss to the organisation. This is the time when your hard work and dedication deserve a standing ovation. I know you will make the very best of your new freedom. Somehow I expect it will have a great deal to do with chasing a tiny white ball around Canberra. On behalf of the NTPA, the heartiest of congratulations and thank you for your commitment and dedication as a police officer. Wishing you a long, happy and healthy retirement.



DETECTIVE SENIOR CONSTABLE FIRST CLASS

TIMOTHY EASTHOPE

On the 20th of August, we said farewell to Police Number 2605 Detective Senior Constable First Class, Timothy Easthope.

Tim joined on the 23rd of May 2005 completing 16 years of front-line service in General duties, Remote and Crime.

Another member with a bucket load of experience and knowledge leaving our ranks. On behalf of the NTPA, wishing you all the best in your new career path with AFP.

Dear Jamie,

The 13th July 2021 will be my last day as a sworn member of the NT Police Force having commenced on 12 January 1987, (Squad 45/87) – 34 years and 197 days.

I have been fortunate in that time to have served as an operational police officer across the Northern Territory in a variety of roles up until 2003.

Since late 2003 I have been equally fortunate to serve as the full time President of the NT Police Association to 14 May 2015 and subsequent to that as the General Manager of the Australian Federal Police Association to 30 April 2021.

Throughout this period I have with the support of 6 Commissioners and the structure of our industrial agreements been able to remain a sworn member of the NT Police.

I recommenced in the NT Police on 1 May 2021 – fortunately for all I have been on accrued leave since that date. It has meant a great deal to me personally to be able to conclude my service as a paid member of the NT Police Force.

I have had many mixed emotions as I have approached the 13th July which I suspect is not unusual for someone in my stage of life. While reflecting on the last 34 years I believe I have witnessed at least three monumental shifts in policing generally and specifically in the NT.

The Royal Commission and subsequent changes occurred simultaneously with the rapid technological advances in communications, information technology and countless other aspects of everyday life. In policing this meant we went from radio telephones to modern communications, from type writers to electronic records of interview, and for better or worse from an unarmed to an armed police force. In just over a decade the policing landscape was unrecognisable from my first operational job in Alice Springs GDs in June 1987. These changes have continued apace and I suspect are akin to the transition from horse and camel patrols to motor vehicles and radio telephones.

The third monumental shift was DNA technology – it has been a game changer. Like any change it is not without issues and I suspect one of those is less attention to the “people” aspects of police investigations – time will tell.

The other fundamental change that was occurring in policing prior to 1987, and has continued, is the improvement in educational standards and the profession of policing. This has been accompanied by a vast improvement in wages and conditions of service for all Australian police officers. These changes have only occurred with the support and leadership displayed by the Police Union movement.

I have been a member of the NT Police Association since 12 January 1987. On my first day Sergeant Gowan Carter, who was to become a great friend and mentor, eloquently outlined the benefits of membership - he was right at every level and in my case it was the start of a journey I did not envisage.

It has been my privilege to work directly in the police union movement on a full time basis since 2003. I am grateful for the support of you, Deputy Commissioner Murphy, and your predecessors that has allowed me to do this for so many years while retaining my connection with the job.

The NT Police like any institution is not without fault or error nor are its managers or members. While I am a realist I have always taken a view that the majority of our people, including management, are trying to do what they think is the right thing.

Like any police officer I have seen a few things, had my ups and downs and “run ins” with bosses, the courts, lawyers, politicians, good people, bad people, sad people, and confused people. In all that time I always felt I was part of both the police family and the community we served. I would do it all again tomorrow.

The NT Police has rewarded me personally and professionally beyond measure and I will remain always grateful to the recruiting team who gave me a chance. Sometimes all we need in life is a chance and a bit of luck.

On 12 January 1987 and many times since I was blessed with both.

I wish you and the job all the best now and into the future.

Vince Kelly
Detective Senior Sergeant

Registered Number 1522
12 July 2021

The retirement letters are from Life Member and Former NTPA President, Vince Kelly. Vince was the longest-serving NTPA President from 2001 – 2015, after which Paul was elected.

Dear Paul,

The 13th July 2021 will be my last day as a sworn member of the NT Police Force having commenced on 12 January 1987, (Squad 45/87). This means that I am no longer eligible to be a financial member of the NT Police Association

Unusually for me in the interests of brevity I attach a copy of a letter I have forwarded to Commissioner Jamie Chalker. After preparing this I am somewhat drained and again for me unusually at a loss for words.

There is no simple way to be brief or provide an Executive summary of my 34 years and 197 days in the NT Police and my time working with the NTPA and AFPA in the police union movement.

My contribution will be for others to judge.

One of the most difficult questions I am ever asked is what was the most rewarding event or aspect of your time as President. There is no simple answer to that question.

Perhaps the answer lies in a card I received many years ago that I still have which simply says:

"Thank you for all your assistance over the past few weeks it assisted us probably more than you'll have realised. Particularly thanks for being so kind to me".

This simple gratitude from someone who we were able to help says it all and means more to me than any bauble of office.

Finally thanks to my wife and greatest supporter (and critic) Andrea for her love and support for so much of the journey – it is a team effort.

Vince Kelly

Detective Senior Sergeant

Registered Number 1522
12 July 2021

Senior Sergeant Vince Kelly APM
Registered Number 1522
12 January 1987 – 10 January 2016
President Northern Territory Police Association
6 June 2001 - 22 May 2015
President Police Federation of Australia
6 November 2007 to 11 November 2014
NTPA Life Member 2014
PFA Life Member 2014

**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.





Commissioner
Jamie Chalker APM

«
Get to know the senior leaders of the community, interact regularly with other agency staff and service providers – embrace the people that look to you for protection, but also as a neighbour with a friendly smile and a chat.
»

COMMISSIONER'S MESSAGE

One of two strategic priorities of Project 2030 is our People, the other is our Community.

We've just seen another woman killed and her partner face court. Domestic violence is a scourge on our society. This isn't something we can fix on our own. We need a community-led approach. Domestic violence has many spin-off effects that our officers are dealing with daily, such as alcohol-related harm and kids feeling unsafe at home which in turn sometimes leads to their own poor choices.

While these issues are not ours to own alone, through our leadership, engagement and relationships we can make a difference.

I recently visited remote stations on a trip that also included Tennant Creek and Katherine.

It was pleasing to see new officers already making an impact.

Our jobs are hard, and yet not hard. There's no doubting the long hours, the traumatic events we attend and the community's expectation that police will

be there in the toughest of times. That's what we signed up for – to serve and protect.

So much of this is made easier through engagement. Our remote officers' work relies on building relationships. I witnessed a new officer already well-known within a community after just a short period of time.

I've spoken often of the role our Aboriginal Liaison Officers and Aboriginal Community Police Officers play in our community. All officers should make themselves known to their communities particularly in remote locations.

Get to know the senior leaders of the community, interact regularly with other agency staff and service providers – embrace the people that look to you for protection, but also as a neighbour with a friendly smile and a chat.

The trip gave me an opportunity to recognise a colleague who typifies this approach to policing. Senior

Constable Richard Cheal served the community of Ngukurr for seven years back in the 1990s. He's loved by the residents and built enduring relationships.

Senior Constable Cheal is fighting cancer and is currently off work. It was a pleasure to take him to Ngukurr and see firsthand the lasting impression he's made. We've honoured him with the naming of a police boat – the PV Cheal – that is based in Ngukurr. Witnessing his reaction was priceless.

In the first week of September we said farewell to Commander David Proctor APM. An Englishman who served with the Northern Territory police for almost 35 years. Commander Proctor served in multiple locations across the NT, including Harts Range, Kalkaringi, Borroloola, Alice Springs, Tennant Creek, Katherine and Darwin. His broad experience saw him reach the rank of Acting Assistant Commissioner across all portfolios of the NT Police Force.

When we reflect on careers such as Commander Proctor's it's a chance to lay out the opportunities available to those that want to make a difference.

Apart from straight policing experience his career included emergency management responses to flooding events and Cyclone Lam, Incident Controller for the COVID-19 Pandemic Response and formulation and implementation of legislative amendments in the youth justice space.

We will continually face challenges as a police force. It is up to each one of us to take on the challenges and find solutions. Each of us are leaders in our own right. It's especially important through the ranks that great examples are set to those coming through.

Thank you for all you do. Stay safe.

Jamie Chalker APM
Commissioner

WELCOME TO THE TERRITORY POLICE FAMILY!



JESCC AUXILIARY SQUAD 69

Graduated Friday 3 September 2021

- Jaimee Day
- Tahlia Fairchild
- Michelle Hall
- Connor Herrick
- Natasha Jones
- Verena Mac
- Jade Palmer
- Tahlia Worsfold

Award Winners Most Dedicated Trophy

- Jade Palmer



RECRUIT CONSTABLE SQUAD 141

Graduated Friday 04 June 2021

- Katrina Campbell
- Brandon Charman
- Lauren Cluning
- Gary Conwell
- Ryliegh Collins
- Dylan Gluck
- Jenna Gray
- Sarah Jeavons
- Jerrison Jose
- Thean Leng
- Nigel Maher
- Zackary Martin
- Andrew McBride
- Joshua McCorkell
- Justin Mckey
- Ashley Morris
- Bradley Moss
- Mark Mulders
- Tom Nacard

- Colin O'keeffe
- Rhion Oldfield
- Siannah Rose
- Cameron Spearen
- Dale Spera
- Jack Trow
- Mark Tarce

Award Winners

Physical Training Trophy

- Ashley Morris

Glen Huitson Medal

- Bradley Moss

Commissioner's Trophy

- Jack Trow

Rod Evans Memorial Award

- Jenna Gray





RECRUIT ACPO SQUAD 27



**Graduated Friday
13 August 2021**

Luke Hoey
William Brown
Ronald Tilmouth
Riahin Bin-Omar

Warren Fisher
Whitney Koops
Juan Huddleston
Frank Angel
Logan Hunter
Rodney Baird

Award Winners

**Gavin Jabaltjari Spencer
Memorial Trophy**
Whitney Koops

Physical Training Trophy
Rodney Baird

**The Most Dedicated
Trophy**
Frank Angel

**Commissioner's
Trophy**
Ronald Tilmouth

RECRUIT CONSTABLE SQUAD 142



**Graduated Friday
13 August 2021**

Emily Ades
Jessica Bayliss
Danial Bishay
James Boal
Rory Brown
Timothy Budd
Tayla Cameron
Luke Chant
Siddarth Selvakumar
Jennifer Colley
Calen Dagis
Emma Douglas

David Dowdell
Matthew Downey
Henry Dunshea
Rhys Fernandez
Adrian George
Luke Gillard
Zsarina Girado
Olliver Glanville
Matthew Guthrie
Karli Harder
Blade Harrison
Joshua Hatton
William Hine

Jackson Holt
Joshua Holt
Jennifer Hopper
Caitlin Hughes
Danny Kerrison
Justin Matas
Kate Mccann
Cheryl Mckenzie
Mitchell Mcnally
Chiedza Muzhingi
Jarvis Nolan
Ghulam Papa
Travis Powell

Charles Rogers
Braydon Roads
Ryan Ruf
Luke Sandry
Caitlyn Scheidegger
Charles Shambi
Dean Shillabeer
Alan Shyju
Xenofonda Skliros
Richard Sochacki
Robert Stephenson
Marco Tolli
Chloe Whiteley

Award Winners

**Physical Training
Trophy**
Matthew Guthrie

Glen Huitson Medal
Marco Tolli

Commissioner's Trophy
Caitlyn Scheidegger

**Rod Evans Memorial
Award**
Chloe Whiteley



2021 NTPA ANNUAL CONFERENCE STRONGER TOGETHER

Conference 2021 provided a key opportunity for your representatives to meet and discuss key policing priorities following our recent member survey.

Wednesday 8 September saw Delegates from around the Territory workshop a large quantity of survey data to provide clear outcomes in terms of our negotiating position for the 2022 Consent Agreement.

In addition, other key policing issues were discussed including resourcing pressures and the affects of increased COVID related duties on other core policing functions.

Please turn to page 30 for a snapshot summary of our most recent survey.

Delegates then received an update on their roles and responsibilities by Executive Member Sue Seears and Northern Field Officer Steve Langdon.

Thursday morning provided delegates the opportunity to hear from key speakers including President Paul McCue, Minister for Police, Nicole

Manison MLA, Shadow Minister for Police, Lia Finocchiaro MLA and Commissioner Jamie Chalker APM.

Minister for Police, Nicole Manison, touched on the important topics of Assaults on Police, ongoing discussions regarding Discipline reform and importantly, the ongoing impact of COVID-19 on police resourcing.

Following a call from the President for bipartisan support to Light it Blue on Police Remembrance Day, support was given by all invited guests to light up important landmarks on 29 September. We thank the Minister, Shadow Minister and Commissioner for this support and hope to make it an annual event as we remember those who made the ultimate sacrifice.

Other invited guests included Ms Sarah Cook, President of the Isolated Children's Parents Association (ICPA), Ms Jacinta

Price, as well as the team from Serpro to provide an important update on the progress of our next case management system.

It was once again also a pleasure hearing from our major corporate partners who provided an update for delegates before hearing a summary of legal matters from Victoria Bell and Luke Officer of Tindal Gask Bentley.

We continue to be grateful for the ongoing support of the Police Credit Union, Police Health, Australian Financial Advisors and Fleet Network.

Finally thank you to Basso Newman Accountants who assisted with this year's conference dinner on the Friday night, where we had an opportunity to thank the many people who ensure your Association remains strong as we have done so for the past 82 years.



Thursday morning provided delegates the opportunity to hear from key speakers including President Paul McCue, Minister for Police, Nicole Manison MLA, Shadow Minister for Police, Lia Finocchiaro MLA and Commissioner Jamie Chalker APM.





2021 MERITORIOUS SERVICE AWARD KIIM PARNELL

BY PRESIDENT PAUL MCCUE



Conference 2021 provided us once again the opportunity to recognise one of our long serving members for their ongoing dedication and commitment to supporting our members, and the families of those who did not return home

The Northern Territory Police Association (NTPA) Meritorious Service Award is presented to a person who has made a significant contribution to either the Association or policing in the Northern Territory in general.

Senior Constable First Class (SC 1/C) Kiim Parnell first became a member of the Northern Territory Police Association (NTPA) when joining the NT Police Force on 13 July 1987.

Following training, Kiim was posted to Alice Springs General Duties and worked there until returning to Darwin in 1989 to take up a position in the newly formed Junior Police Rangers. In 1993 she transferred to Harts Range with husband (and NTPA Life Member) Sean Parnell where she commenced maternity leave as they had the first two of their five children.

In 1995 Kiim returned to Darwin and moved into the Community

Engagement section, Communications, and the Police Training College before some additional maternity leave.

In 2007 she again returned to Alice Springs before transferring back to Darwin in 2011 to work with the Remote Policing Division and Indigenous Policing Development Unit. In 2015 she commenced work in the Crime Division, working in Fraud Squad in Darwin as well as the Cyber Crime Unit and the newly created Territory Intelligence Centre.

Kiim was endorsed as a NTPA representative on the NT Police Legacy Board on 12 November 2012 and has remained an active and vital member of that Board since.

Since becoming a Legacy Board member, Kiim has volunteered countless hours of her time in promoting and assisting Legacy achieve success.

Kiim continues to value the

ongoing relationship with several police officers and their family's courtesy of her long-lasting role at Legacy. There has barely been an event we have not seen Kiim at over recent memory which involves Legacy and the support they provide the policing family. Kiim has represented the NTPA during this entire period with a commitment to the values of the NTPA and for that we are sincerely grateful.

Kiim continues in her role on the Legacy Board and has been instrumental in lobbying for a Reflection Chair which will soon be installed in strategic locations in Darwin, Katherine, Tennant Creek and Alice Springs.

The Reflection Chair is proposed to be a suitable park bench style chair with a plaque and be in prominent positions that will give family, loved ones and members of the Northern Territory Police, the opportunity to sit and reflect

on those police members who have lost their lives through tragic circumstances. The chair also allows use by the public who have suffered similar experiences.

It is clear SC 1/C Kiim Parnell meets the criteria for which this award was set out, as she has, and continues to, make a significant contribution, to either this Association or policing in the Northern Territory in general, as to justify formal recognition by this Award.

It was an honour to present Kiim with this Award and we thank her for the ongoing contribution to the NTPA and policing in general.



President Speech -
2021 Conference Opening

Good morning all and welcome to conference 2021. I thank Natasha Gregory once again for the Welcome to Country.

I welcome of course our invited guests, including the Minister for Police, the Honourable Nicole Manison MLA, Leader of the Opposition, Mrs Lia Finocchiaro, MLA, & the Commissioner of Police, Mr Jamie Chalker APM.

Most importantly as always, I welcome our delegates, Executive members and staff who remain the backbone of our Association in what is our 82nd year, representing all sworn ranks of the Police Force.

The Police Association continues to remain strong, with over 98% of sworn officers in the NT members of this proud organisation.

That strength has seen it through the many challenges over the last 8 decades, including the current response to COVID-19 which continues to dominate our workforce planning and resourcing issues.

Last year I made mention that we were only in the infancy of a long and sustained campaign of policing in a pandemic era, and that is all too true today.

Our recently completed member survey, workshopped only yesterday by Delegates, identifies significant areas of opportunity for support to our members. I will touch on some of the key findings during this address.

Our theme this year,

"Stronger Together" not only captures the resilience of our membership but underlines the importance of being a member of our Association.

It also serves as a reminder of why we are here, why I am a member, and why I value all that we do. I, like many, don't contribute as a member for self-interest. I am a member for each one of you who sit in uniform here today, who represent our 98% who one day may need our help.

We are an integral part of supporting police of all ranks. Whether it be last minute flights or accommodation to visit a loved one who is ill, providing critical advice at a time of need, or helping you navigate the challenging discipline and compensation pathways, as we have for 82 years, we will help every step of the way. Our collective membership ensures You Never Work Alone.

Remote Policing

Our 2021-member survey has, once again, highlighted the dissatisfaction of many of the antiquated facilities in the remote policing environment.

Housing, access to education and an increasing dissatisfaction with family being left alone in the community when their partner is directed to work in other remote stations for weeks on end to relieve - continue to dominate complaints.

If we are to truly live and invest in the remote communities, a clear message from the Commissioner, then let's keep our members with their family and make it truly attractive.

I do acknowledge and commend the Commissioner for his immediate response to increasing 2 member stations to a minimum of 3 and we have been working as quickly as possible with the department to secure appropriate housing where available, including in other larger remote stations. This is a welcome and overdue decision.

Our remote infrastructure plan appears to continue to

rely solely on federal money, with little or no input from the NT government outside of maintenance and upgrades which are fiscally restrained.

Intervention police stations established in 2007 are, incredibly, still being used 14 years later. This is a universal failure of decision makers who quite clearly are not being asked to live and work in these bugs infested and hazardous shipping containers. A decision simply needs to be made to close these facilities or invest in permanent infrastructure. We urge this to be a priority.

Assaults on Police

Following years of lobbying regarding assaults on police, we welcome the recent announcement by the Commissioner to form a working group to review and discuss mandatory and legislative reforms, with the intent to actively reduce the risks to our members and ensure the safety of frontline and emergency workers.

Given the push to mandate vaccinations or mask wearing across the nation for frontline workers, the vial and disgusting act of spitting continues to occur at alarming rates. Our recent survey revealed 35% of over 500 respondents had been assaulted in the last 18 months, with over 80% up to 3 times.

Significantly 50% were threatened with violence and over 40% being spat on. We look forward to working with the Commissioner on meaningful and worthwhile amendments to make positive change to reduce the ever-increasing risk in the workplace.

Mental Health & Wellbeing

On what is a very appropriate day, that is R U OK Day, it is well established, more than ever, the work police undertake can have consequences on your immediate and long-term mental health.

The 2018 Beyond Blue Survey, Answering the Call, established benchmark research into why this occurs and included

recommendations for governments and management to consider and ensure there is genuine reform and change.

Recent correspondence received from the Minister confirms support for an independent review into the support services provided by the department for our members, one of our key election requests from last year.

We of course welcome that announcement and request a commitment from both the Minister and the Commissioner that the review will be managed impartially and independently, focusing on a person's whole career, from application to resignation or retirement.

We also recognise those members who have retired, and they should never be forgotten given it is often at that time of their life they need help the most. President of the RPANT Gary Manison and his team have long advocated for assistance in this area, and we support that call.

The current support and wellbeing team have been doing incredibly well with the limited and insufficient resourcing they have had. Other jurisdictions are taking significant steps, and we cannot be left behind.

Examples include BlueHub in Victoria, and SHIELD in the AFP, examples of building trust with employees to rehabilitate and reintegrate.

In reality, our job sometimes simply makes people unwell, and they need a break, and they need treatment. They are not just a number; they are a person with a family. They often need a pathway to get well, and not always a notice to justify their existence as a police officer or face the chop.

We seek a commitment from the Commissioner on rehabilitation of members and reintegration to the workforce over forced retirement. This ought to be the contemporary approach. We appreciate this is not always possible, but it should be the priority.

Discipline

The NTPA continue to participate in a working group looking to review the discipline framework. We remain committed to progressing discussions with a primary view of promoting any amendments to a modern contemporary framework. This should focus on managerial guidance and training, and if necessary, a timely investigative framework which focuses on reducing harm to members as a result of internal investigations.

Section 14C of the PAA still exists, yet there is a reluctance to use it. This defies modern discipline frameworks which focus on lower-level intervention. The result dictates most matters end up in the Part IV process. It is rare that a discipline matter is a result of a deliberate act of disobedience or criminal in nature, and it will not be argued those matters need serious attention.

The majority of matters, however, are at the lower end of the scale so to speak, an honest mistake which we all make, ideal for resolution through managerial guidance or the use of section 14C. Recent failings with internal investigations could easily be avoided, to the benefit to members.

If a matter requires investigation, that are the most serious matters, then appropriate staffing of the internal investigation section will allow timely investigations. This has been the primary delay on many recent matters.

COVID & Resourcing

I said last year COVID is not an unforeseen resourcing requirement and the demand for services is ongoing. The demand has in fact grown and right now, somewhere between 60 to 100 officers at any given time are required to maintain Border Control points, quarantine facilities, airports and the COVID management requirements, all at a cost to core policing duties.

That is 60 to 100 officers taken offline, unable to work

general duties, crime, and many other sections.

Minister, the Government must step up to the plate and recruit for COVID or risk further burnout and fatigue related illness.

With 80% of our survey respondents saying they have had an increase in duties since COVID, and 68% citing a lack of resources as the primary factor, the impact is becoming overwhelming. Members are fatigued and given an incredible 80% of respondents to our survey advised they have either deferred or had leave cancelled due to COVID, no further time can be lost in providing COVID resourcing.

I do want to acknowledge the incredible work many of our leaders on the road do trying to make ends meet during this time. There are not enough police for what is being asked, plain and simple, yet our Senior Constables, Sergeants and S/ Sgt's just make it happen.

They cannot control the numbers, that is a Senior Executive responsibility to staff appropriately, yet time and time again they are just told to find someone. And they do, or if they don't, they do it themselves.

Those members are keeping the wheels turning and avoiding a crisis. Their commitment cannot be questioned, they are at the coalface of the crisis and for that we should be thankful.

Survey 2021

As previously mentioned, the 2021-member survey has provided the keystone to major policing issues faced by our members, and significantly, a clear direction as we head into Consent Agreement negotiations early next year.

Of more than 500 respondents, 77% were at the rank of Constable to Sergeant.

Aside from areas of the survey already mentioned, other key findings include:

- Over 77% of respondents believe there are not enough police in the NT

- 64% stated morale was low or very low
- Over 66% advised they miss out on a meal break often or very often, a basic workplace right.
- Over 88% are concerned with the attrition rates in the NT, which have doubled to 148 in the last 12 months, and continue to remain high. We acknowledge this figure includes some retirements and dismissals.
- And of concern, 60% of respondents have either applied or are considering applying for a job outside of the NT Police.

Now I don't provide these statistics to be divisive, or to create panic, the facts are the facts. They are provided as an opportunity to create a discussion as to why, when NT police are aiming to be an employer of choice, so many want to move into other police forces or government agencies.

It's something we should be striving to understand and not ignore, with a positive view to reducing those high numbers.

We do welcome the Commissioner's direction to ensure recruitment is ongoing to meet this attrition rate, however we remain concerned with all new recruits posted out of Darwin, the important role of mentoring and supervising new members is compromised significantly primarily due to a lack of senior members.

The police force today faces challenges like never before and will face considerable challenges in the coming year or two. Ongoing communications between the NTPA, Senior Police Executive and other Senior agency executive will be the key to ensuring we get through any of these challenges and ensure our members interests remain at the forefront of decision making into the future.

Internal

Before I invite the Minister to formally open Conference, I just want to thank a few important

people. To all our full-time staff thank you for your dedication to ensuring the interests of our members are maintained.

To our Executive who tirelessly volunteer their time to ensure our members are supported and protected in the workplace. Following recent elections, it is terrific to see our ACPO and Auxiliary Regions now represented at the Executive level.

Thank you also to our Regional Delegates, many of whom are here today, and continue to assist members out in the field. The thin blue line is at stretching point and you all do your bit to look out for your mates.

Thank you to our corporate partners:

- Police Credit Union
- Police Health
- Fleet Network, and
- Australian Financial Advisors
- And our legal partners Tindal Gask Bentley and Ray Murphy & Associates.

Finally, at the end of the month, we will remember our fallen brothers and sisters. Police Remembrance Day, on Wednesday 29 September, is a day to honour the fallen police officers who made the ultimate sacrifice.

I call on Bipartisan support to light up blue. Let's Back the Blue. Parliament House, the Peter McAulay Centre, our Police stations far and wide, light it up blue.

Minister, Shadow Minister and Commissioner, we all know how dangerous this job is. We know some people have never made it home. Join with me in supporting lighting our Territory icons blue on Police Remembrance Day and stand together as one in support of families who never saw their police officer return home. It is the least we can do.

Thank you all, enjoy conference, and I now welcome the Minister for Police to formally open conference.

2021 MEMBER SURVEY

Survey 2021 proved to be a valuable opportunity to allow members to provide on the ground feedback on current policing issues in the NT.

Whilst the survey was primarily focussed on obtaining evidence in the lead into the 2022 Consent Agreement negotiations, it was also a valuable opportunity to enable feedback on significant issues affecting all members including resourcing, attrition rates and the impact of COVID related duties on the police force.

Results were workshopped during our recent Annual Conference, and this will assist the NTPA Industrial Committee develop our log of claims for negotiations on the Consent Agreement.

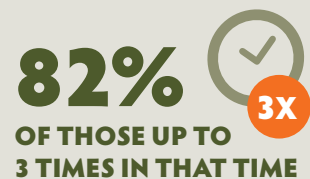
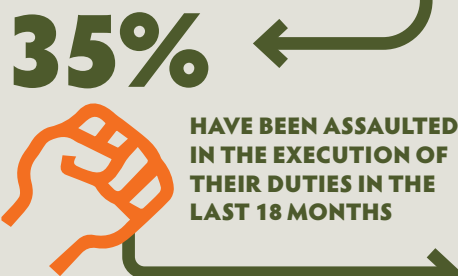
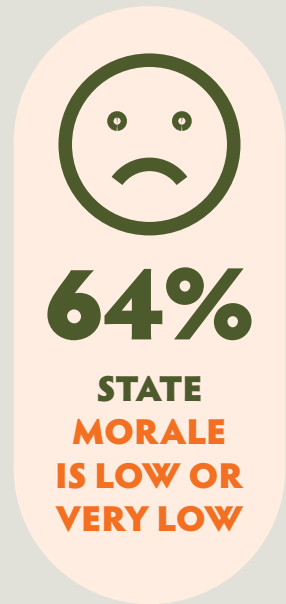
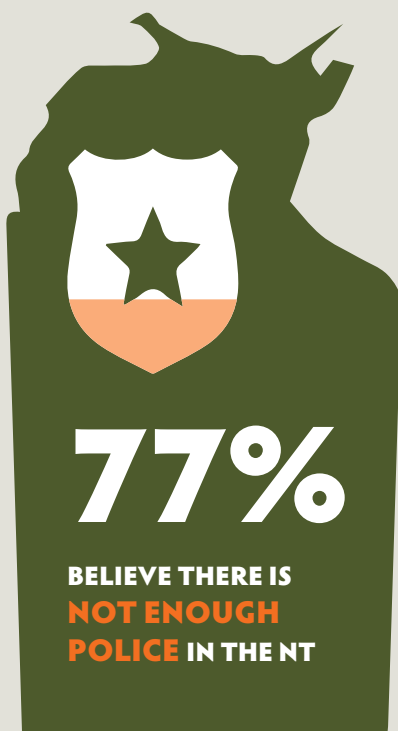
OTHER KEY IMPORTANT OUTCOMES INCLUDE:

531

RESPONSES
(50% OF OUR FRONTLINE)



HIGHEST RESPONSE RATE FROM SENIOR CONSTABLES BETWEEN 11-15 YEARS' SERVICE EXPERIENCED OFFICERS.



60%

HAVE APPLIED OR ARE CONSIDERING APPLYING FOR A JOB OUTSIDE THE NT POLICE

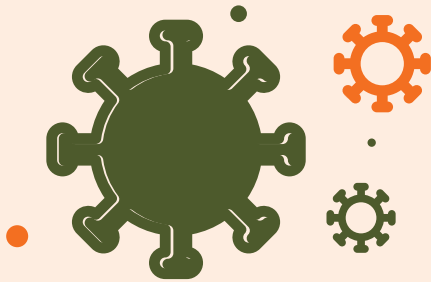




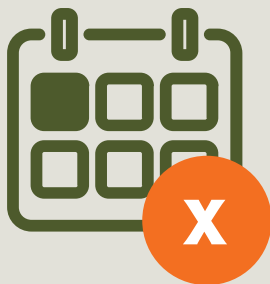
WHEN ASKED WHAT FACTORS WERE RESPONSIBLE FOR LOOKING TO APPLY FOR NEW EMPLOYMENT OUTSIDE OF THE POLICE FORCE, THE TOP 7 REASONS IN ORDER WERE: (MEMBERS COULD SELECT MULTIPLE ANSWERS)



1	<input checked="" type="checkbox"/>	72.32%	Unhappy with the current direction of the NT Police Force.	5	<input checked="" type="checkbox"/>	45.24%	Discipline process.
2	<input checked="" type="checkbox"/>	71.43%	Leadership of the NT Police Force.	6	<input checked="" type="checkbox"/>	28.27%	Section 14B transfers (forced transfer)
3	<input checked="" type="checkbox"/>	71.43%	Feeling unsupported by Senior/ Executive Police management.	7	<input checked="" type="checkbox"/>	27.98%	Career opportunities.
4	<input checked="" type="checkbox"/>	47.32%	Yuendumu Critical Incident 2019.				



IN ADDITION, SEVERAL QUESTIONS WERE POSED TO MEMBERS RELATING SPECIFICALLY TO COVID-19 RELATED DUTIES. KEY OUTCOMES ON THOSE QUESTIONS FOR YOUR INFORMATION INCLUDE:



80%

HAVE HAD RECREATION OR LONG SERVICE LEAVE CANCELLED OR DEFERRED DUE TO COVID



80%

HAVE HAD AN INCREASE IN DUTIES SINCE THE START OF COVID, FOR THE FOLLOWING REASONS:

68% STATED THE INCREASE WAS DUE TO A LACK OF RESOURCES

67% WERE TO COVER ABSENT MEMBERS

47% DUE TO AN UNREALISTIC WORKLOAD

42% DUE TO REDEPLOYMENT FOR COVID DUTIES

28% DUE TO RELIEF REQUIREMENTS

TIME TO BUY A NEW CAR?

Enjoy tax savings with a Novated Lease from Fleet Network.

Finance payment & running costs, all covered in one easy & affordable deduction from your take home pay.

*T&Cs Apply



BONUS
Apple Watch with your next purchase*



FINANCE



FUEL



INSURANCE



REGISTRATION



SERVICING



TYRES

> FleetNetwork
Lease > Package > Save

☎ 1300 738 601
✉ contact@fleetnetwork.com.au
🌐 fleetnetwork.com.au



THE POWER OF HUMAN CONNECTION

With society navigating its way through the personal and professional challenges created by the current pandemic, the deprivation of human connection is a clear and damaging side-effect.

In this digital world, companies understand the requirement to maintain an emotional and human connection with their customers to improve outcomes and create strong loyalty.

At Fleet Network, the alignment with this narrative is lived via our purpose to provide a highly personalised service, in the fastest response time imaginable.

Recently, one of our long-standing customers, Jen (pictured), sent flowers to one of our delivery coordinators, Tayla, to thank her for going above and beyond.

"I am a firm believer in rewarding kindness & excellent customer service. Tayla really has a lovely way with people. Please ensure my appreciation goes to all the team as they are a credit to the brand," Jen said.

When this happens, not only does it boost our team morale but it confirms the value placed on positive human connection and care.

As a service business, our reputation is built from our customers' experiences and our success is measured by the number of repeat customers and referrals we see.

To gain a greater understanding of the benefits of Novated Leasing, please contact Zane Ryan on 0423 454 051 or via email at zaner@fleetnetwork.com.au – www.fleetnetwork.com.au

AUSTRALIAN POLICE GOLF CHAMPIONSHIPS IN DARWIN

A large contingent of interstate police golfers managed to escape the winter cold and pending lockdowns when they arrived in Australia's Top End for the first Australian Police Golf Championships (APGC) held in Darwin for 23 years between 25 and 30 July 2021.

Courageously, the Northern Territory Police Golf Club (NTPGC) committee said "yes we can" and took charge of hosting the event from South Australia in the face of COVID uncertainty. This proved to be a master stroke as the APGC maintained its unbroken historic run of 63 years after the event commenced in Melbourne in 1957.

The opening function was held at the Darwin Sailing Club which

included a digeridoo welcome to country from Larrakia Nation against an outstanding backdrop of a setting sun over the Arafura Sea. The balmy 30 degree temperatures and clear skies were particularly welcomed by the Tasmanian contingent who gladly had left behind sub-zero temperatures. 170 golfers participated in the daily events at Palmerston and Darwin Golf Clubs where unseasonably high dry season temperatures and humidity was experienced. 230

players and supporters attended the closing function at Pee Wees Restaurant where guests were entertained by MC Kevin Naughton, local comedian Amy Hetherington and 8 piece band Heavy Wax from the Gold Coast. To the despair of Territorians, Queensland Police managed to take out the 4BBB team's event. The nett champion was Queenslanders Troy Wilson however the gross champion was our very own Northern Territory golfer and Centralian

Alex Brennan. Both competitors were lucky enough to win an iconic crocodile trophy. Alex's win was extra special as he had just taken out the Darwin Open the weekend prior! [refer image AB best gross]. A number of Territorian golfers also featured on the Championship Leader board being Sue Kennedy (winner ladies nett), David Proctor (winner C grade nett), Steve Rankine (winner B grade nett), Craig Garland (runner up C grade gross), Mick Fields

Group Opening Function





(winner C grade gross) and Don Eaton (winner B grade gross).

The NTPGC was established in 1978 and is a not-for-profit organisation which exists for fellowship and goodwill. The club provides members with weekly competitions throughout the Northern Territory. Since 2010 as a result of charity golf days they have proudly donated \$71,000 to police legacy. NTPGC would like to thank all their sponsors who

contributed to making the 2021 APGC in Darwin a highly successful event. A special mention to all interstate players who went above and beyond making the effort to travel to Darwin during such uncertain times. A fantastic time was had by all and everyone is now looking forward to the 2022 APGC in South Australia.

Matt Allen
President - NT Police Golf Club



The nett champion was Queenslander Troy Wilson however the gross champion was our very own Northern Territory golfer and Centralian Alex Brennan. Both competitors were lucky enough to win an iconic crocodile trophy.



Australian Police Golf Championships



Thank you to our sponsors





To say that I'm still here because of Police Health isn't a stretch. In the short 10 years I've been a member I've claimed well over \$100,000. I can't help feeling a bit guilty, but I know I have a great policy. Everyone says so!"



David Walsh, retired QLD Police Motorcyclist



"After wearing a gun belt for 37 years, I had developed a serious abnormality on my kidney, which ended up being a low-grade bladder tumour. It required a six-week treatment every Friday with what, I was told, was a 'very expensive drug.'

"Luckily, it was covered by Police Health.

"The anaesthetist whispered in my ear, 'don't ever leave Police Health.'

"Fast-forward 12 months and I was sent back for the same treatment. The doctor queried how much I got charged last time. I said, nothing. We had a nice laugh and joked that the doctor forgot to bill me."

David has received more than \$141k in benefits from his Police Health cover since joining 12 years ago.



I vividly remember the first time I saw a police motorcyclist. I was working as a boilermaker and the office girl's husband raced down the road on his motorcycle. I realised then, being on a bike was my future.



"Everywhere I go, everyone comments how good Police Health is. My doctors, specialists, practitioners, dentist, secretaries, and now, my three kids who I've joined up.

"Joining Police Health was the best thing I ever did. I don't know why I waited this long. I didn't think the private health system would be any different, to be honest. Boy, was I wrong!

"Having private health isn't just about maintaining good health. It's a smart decision for our finances, too. The body just starts to break down at 60.

"I had a torn meniscus, which I could have waited seven years to fix in the public system. With Police Health, I had my surgery the week after my appointment. I also had arthrodesis surgery to rectify 60 years of extreme

pain in my foot. And, I had a kidney removed, pneumonia treated, plus dozens of dentist appointments.

"When you're young, you just don't think you need coverage. I was a handsome, healthy, young motorcycle cop. I thought I was invincible. But it's easy to see how the benefits add up."

"I vividly remember the first time I saw a police motorcyclist. I was working as a boilermaker and the office girl's husband raced down the road on his motorcycle. I realised then, being on a bike was my future.

"I got knocked back a couple of times because I had a 'too expansive a traffic history', as they diplomatically put it. There are no second chances, and I couldn't just reapply, I was

told. But I wouldn't give up and finally, I got in with the help of a local member of parliament.

"I'd still be there today if I didn't need to retire. I kept telling them, cheekily, 'I get to ride around on a motorcycle all day. This isn't a real job.'

"It's the excitement and comradery I still miss. But I had a great end to my career – just one week after I retired, I flew to New Zealand to serve the Earthquake Commission in Christchurch. I think they chose me because I was a long-serving police officer.

"It's the responses that affected me, more than the bodies. I have the face of a father grieving the loss of his son burned into my brain. I remember their faces, their despair. But there can also be a positive change in people's perception in a crisis

and I remember that too.

"There's not one thing I'd change about my career, let alone my life. I have no regrets. I don't fear death. I often tell people, I work on planet Earth, but my perception is different. Most 70-year-olds I know just sit back and watch the world go by. I have nine kids, who all call me every day. I just don't see myself as an old man.

"I have a whole lot of life left in me. And, I have Police Health to thank. I can work purely for the joy of it, not because I have to repay medical bills."

Police Health

 COVER LIKE NO OTHER

THE EVIDENCE IS CLEAR.

In the Northern Territory for a Physiotherapy Subsequent Visit*...

Police Health pay up to

\$79.50*

with an annual maximum of \$850*

And Rollover Maximum of \$1,700**

Rolling Extras

BUPA pay up to

\$39.30*

with an annual maximum of \$900*

Top Extras 90

Medibank pay up to

\$54.90*

with an annual maximum of \$700*

Top Extras 90

Call it in on **1800 603 603** or use the QR code to request a no-obligation comparison.



Police Health Limited ABN 86 135 221 519 A restricted access not-for-profit Private Health Insurer © 31/08/2021 * Subject to waiting periods and other conditions. Benefit and annual maximum comparisons for Northern Territory are correct as of 1 April 2021, published on privatehealth.gov.au. ** Rollover Benefit is available after 12 months membership with Extras cover, except major dental which requires 2 years of membership, and is subject to other conditions.



NT POLICE LEGACY

The National Police Legacy Conference is an annual event that brings together Delegates of the eight State and Territory 'Police Legacies' to discuss common issues, share knowledge, experience and developments in the not-for-profit sector, exchanged many great ideas and knowledge on the types of support and services each provides to those within the 'Policing Family' who have lost a loved one.

A different State or Territory hosts the conference each year and 'Victoria Police Legacy' was proud to host this years 'National Police Legacy Managers Meeting and Conference', held virtually for the very first time on Friday 6th & Saturday 7th August 2021.

Over the weekend our Vice Chair Kiim Parnell, Treasurer Bruce Payne and Secretary Karen Cheal attended virtually, the National Police Legacy Managers' Meeting & Conference. It was extremely useful to meet up with Police Legacies from all around the country as we shared on how to best support our Police Family.

The Conference was addressed on Saturday by His Excellency General The Honourable David Hurley AC DSC (Retd), National Patron of Police Legacies. His position as National Patron reminds us that we are always stronger together.

Key note speaker, Professor Benjamin Cowie - Director, World Health Organisation (WHO) Collaborating Centre for Viral Hepatitis, provided a fantastic insight into 'Living with COVID-19 into the Future!'

Another great outcome was the signing of the ongoing MOU - (Memorandum of Understanding), which continues the strong collaboration to enhance the support of 'Police Legacies' right across Australia.

Even lockdowns and restrictions can't keep these good people apart.

Thank you Victoria Police Legacy for hosting our first virtual National Police Legacy Conference. Looking forward to next year's national conference which will be hosted by 'South Australia Police Legacy' in Adelaide!

As restrictions continue to play a part of our daily lives and our NT Police Legacy fundraising events, the NTPL Board would like to thank our generous membership who contribute fortnightly while NT Police Legacy continues to provide support and assistance to our Police Legacy families in these times of need.

Many NT Police Legacy contributions have dropped off, and so for the cost of a cup of coffee each pay, please sign up or increase your contributions to \$5 a pay.

Thank you



Currently, 87% of NT Police Officers contribute fortnightly to Northern Territory Police Legacy

For the price of a cup of coffee each pay, please sign up or increase your deduction payment to \$5 through payroll giving today!

ntpolicelegacy.com.au/support-us



VALE- ROBBIE CHARLES WILLETTS (HONKEY)

BY SOUTHERN FIELD OFFICER, PETER STOWERS

For those members who missed the privilege of knowing Robbie the following may help to understand why he is so highly regarded.

Robbie was born into a family of stockman in Camooweal Qld - cattle country.

His stepfather Pic Willetts is an inductee of the Longreach Stockman's Hall of Fame. As a child he would often go droving with family members through the beautiful Channel country. Just before his 14th birthday Robbie left school and commenced his first job as a young drover. In 1981 he met the love of his life, Alice Springs girl Fay Nardoo. As Robbie so perfectly put it "every love story is beautiful but ours is my favorite". In 1983 they had their first child Deanne Rose. His son Merle James was born in Mt Isa, at the time Robbie was droving on the Diamantina. There were no mobile phones back then, Robbie found out of his son's birth when his sister-in-law sent a message for Robbie and a request for a Merle Haggard song over the local country music radio channel. In 1987 Robbie and Fay relocated to Alice Springs where Robbie found work catching brumbies. In 1988 Robbie's family gained a contract to drive cattle to Longreach as part of the huge Australian Centennial celebrations, a once in a lifetime opportunity that Robbie declined due to a job offer that proved pivotal to his future.

In 1988 Robbie commenced his career as a Tracker with the Northern Territory Police. From day one his work colleagues and senior police officers saw a very smart man determined to carry out his duties with a sense of pride and purpose. He had limited education, he could hardly read and had only known hard manual labor, but

his strength and determination to succeed was overwhelming. Seeking to challenge himself further Robbie became an Aboriginal Community Police Officer - ACPO (formerly Police Aide). In 1995 with help and support of family and the Force, together with his own grit and determination, Robbie passed the Constable Course Entry examinations and left his family in Alice Springs to attend Recruit Training. This was definitely not an easy ride by anyone's imagination. Robbie was certainly people smart, bush smart, reasoning smart and common-sense smart but his book needed attention. Robbie knew the words to copious country and western songs but struggled to recall the definition of a building. It was bloody hard work for him, but he worked through the challenges and rose against all obstacles on his own merit and succeeded where others on the course failed. Not only did Robbie succeed but he was presented with the most dedicated student award upon graduation. Robbie was the first ACPO to successfully transition to Constable, there are no words to describe how proud his family were of his achievements.

In 1999 Robbie was gazetted as 2nd member at Batchelor Police Station. Batchelor Police worked closely with Adelaide River Police often supporting each other. On the 2nd of August, Batchelor and Adelaide River Police were called upon to attend an incident 55km South of Darwin. On the 3rd of August Adelaide River member B/Sgt Glen Huitson was shot and killed whilst manning a roadblock at the intersection

of Old Bynoe Road and Stuart Highway. Robbie was advised of the incident and attended at Adelaide River Police Station where he provided the critical initial support for Glen's wife Lisa and their two very young children, Joseph and Ruby. Robbie resigned from the Northern Territory Police in 2002 and returned to his calling as a stockman and settled with his family in Mt Isa.

In 2016 Robbie began experiencing headaches and a feeling of unwellness it was not until March 2017 that he was diagnosed with a glioblastoma, stage 4 brain cancer. Medical staff gave him 1 to 2 months to live but they did not know Robbie. With steely strength and determination that baffled the doctors, Robbie battled on for 4 more years.

At Robbie's Wake and the night prior to his funeral service Ray Musgrave and I met with Robbie's close family and friends where we had the opportunity to exchange many stories. Family advised how Robbie would reminisce of his days as a Stockman, and his most treasured radio cassette player, How, after a hard day and a hearty meal he would lay back in a swag by the campfire and fall asleep under the stars listening to the dulcet tones of Slim Dusty, Charlie Pride, Merle Haggard, and Rod Stewart.

Robbie would relate a simple story explaining the strong bonds of friendship amongst the men, "on cold nights we would share an old army jacket owned by my brother, it was always dry and warm from the person who wore it before it

was your turn for watch, my brother was a kindhearted man and that was a good coat". Mention was made how much he loved his family especially his grandchildren. A story was told of how when it came time to ween one of his grandchildren from the bedtime bottle. Unknown to them Robbie was prepared and had secretly purchased a replacement bottle from Woolworths which he kept hidden. At bedtime when his distressed granddaughter was put to bed, he would make up a bottle and sneak it into the bedroom and give it to his crying granddaughter. Once she was asleep, he would sneak back in the room and retrieve the empty bottle and hide it until the next night.

Finally, family members spoke that after so many years, Robbie still grieved for Lisa, Joseph and Ruby, and how whenever the subject came up in conversation or the memory of Glen would spring to mind, Robbie would go quiet, tears would roll down his cheeks still mourning the loss of a friend and that good coat.

RIP good friend.





South Australia

£250 REWARD

NOTICE IS HEREBY GIVEN, that the above REWARD of 250 POUNDS will be paid to any person who will give information as will lead to the arrest and conviction of the persons known as THE BANKSIA BOYS who did STEAL GOLD ORE from the ARLTUNGA MINE, on the Night of the 3rd or 4th of the 4th March, 1901.



They were last seen near HEAVITREE GAP on the 14th APRIL, 1901
Since which time no trace of them can be ascertained.
Any such information as will lead to their arrest should be given to the MOUNTED CONSTABLE of CAMEL PATROL.

LEWIS

Circ 1991 Robbie and Pappy Bullock



The first step to your dream lifestyle is easy.

AFA have been helping Territorians for over 35 years to make their lifestyle goals a reality, and we are proud to continue helping NTPA members to do the same.

Our aim is to help you to feel confident on all matters of money so that you can make the best decisions for the lifestyle you want, both now and into your well-deserved retirement.

Exclusive benefits for NTPA members and their families:

- A series of complimentary workshops and webinars relating to wealth creation and retirement planning.
- A complimentary initial 'discovery' consultation (2 hours), valued at \$500.
- A \$600 credit on the establishment of a comprehensive financial plan.
- Complimentary membership to the new NTPA. MyShoppingCarte, valued at \$19.95 (Coming soon in May 2021).
- A \$200 shopping gift card when you establish a financial plan with AFA.

We make it easy for you to take the first step towards securing the financial future for you and your family.



Wealth Accumulation



Asset Protection



Debt Management



Superannuation & Retirement Planning



"We really had no idea what retirement was going to look like for us financially until speaking with Dwayne. He provided clear insight and tailored strategies which reassured us we would be in a comfortable position when that time came"

Andrew and Kylie Littman



Contact us today to book your free consultation
Dwayne Hameister
 Managing Partner - AFA
0417 815 188
dwayne.hameister@afanet.com.au
 Monday to Friday, 9am – 5pm



Lifestyle by design

www.afafp.com.au



Proud sponsor of



RETIREMENT DREAMS CAN COME TRUE

Di Barclay has been a AFA client since 2005, living in Darwin which included working for the NT Police Force for 35 years.

Di worked as a Senior Auxiliary before retiring the day prior to her 65th birthday. "I enjoyed my time with the NT Police. There were some big changes over the years and some aspects of the role were challenging indeed. The harder times were more than compensated for by the great friends that I made", Di explains

She first heard about AFA in an association magazine and went along to see them. "It was one of the best decisions I ever made",

Di states. "I've been very pleased with the service and advice that I've received. They have helped me out before and during my retirement and you feel like you're one of the family when dealing with them".

The team at AFA have worked with Di to help her diversify her assets and establish a superannuation scheme which provides a tax-free income via an allocated pension.

Just recently Di decided to relocate to Hervey

Bay and buy the "House of her dreams".

It was a complicated process as Di had many different finance options available and working out what assets to keep or sell made this decision challenging.

Dwayne at AFA went over and above to look at all the options available and at the end of the day enabled Di to buy the home and put her in the best position financially.

"I cannot thank Dwayne enough," Di said.



I often tell people that if I can do it, so can you", Di states. "I initially went in to see AFA with very little knowledge or experience with shares and property. I just knew that I wanted something that could work for me financially into the future", Di explains.

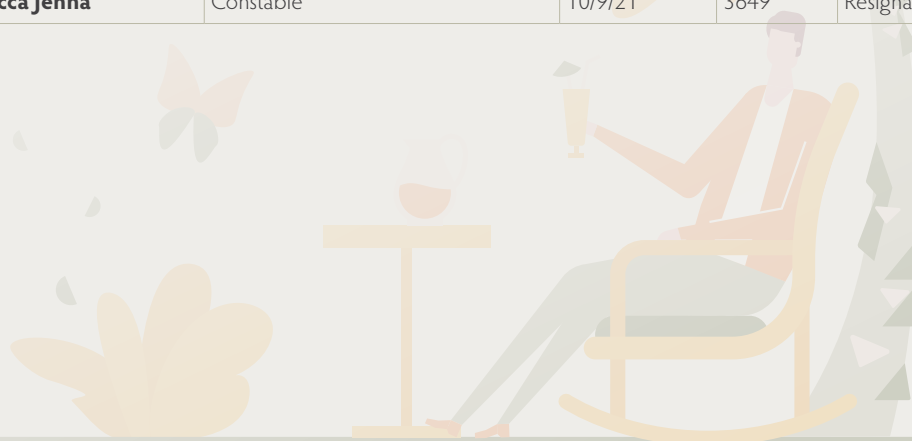


RESIGNATIONS & RETIREMENTS



NAME	RANK	DATE	REG NO.	CATEGORY
RAITT, Jack Guthrie	Senior Constable	21/5/21	3317	Resignation
RAITT, Simone Yvette	Senior Constable	26/5/21	2798	Resignation
ROMANO, Martin Robert	Constable	21/5/21	3698	Resignation
PATERSON, Nicole Anne	Aboriginal Community Police Officer	21/5/21	7396	Resignation
WUNUNGMURRA, Delwyn Gurrathana	Aboriginal Community Police Officer	14/5/21	7418	Resignation
GARRIGAN, Veronica Ann	Auxiliary	24/5/21	4878	Resignation
CARTER, Nicholas Jon	Constable First Class	5/6/21	3382	Resignation
WENCK, Kristi Louise	Constable First Class	4/6/21	3377	Resignation
KUMAR, Sushil	Constable	7/6/21	30291	Resignation
FELLOWS, Tracy Ann	Auxiliary	3/6/21	4739	Resignation
KEYNES, Mark Neville	Auxiliary	3/6/21	4743	Resignation
ROURKE, Josette Lisa	Sergeant	20/6/21	2241	Resignation
OGILVIE, Ronald William	Constable	23/6/21	3693	Resignation
FAULKE, Lauren Catherine	Recruit Constable	27/5/21	30325	Resignation
CURNOW, Jennifer	Auxiliary	17/6/21	4798	Resignation
KIRK, Michelle Lee	Senior Auxiliary	21/6/21	4554	Resignation
WEBER, Allison Audrey	Auxiliary	13/6/21	4883	Resignation
LARSEN-SMITH, Tanya	Sergeant	30/6/21	2645	Resignation
CLANCY, James Francis	Senior Constable First Class	30/6/21	2754	Resignation
SPOONER, Ricky	Senior Constable First Class	6/7/21	3071	Resignation
DAVEY, Adam Daniel	Senior Constable	1/7/21	3181	Resignation
WEBSTER, Gillian	Senior Constable	2/6/21	3549	Resignation
CASSAR, Rachel	Constable First Class	7/6/21	3650	Resignation
TURLEY, Lindsay Jo	Auxiliary	5/6/21	4851	Resignation
WEIGHTMAN, Jess Elizabeth	Auxiliary	25/6/21	4807	Resignation
HENDERSON, Mark Harold	Senior Constable First Class	15/7/21	1771	Retirement
KELLY, Vincent Michael	Senior Sergeant	14/7/21	1522	Retirement
BUTCHER, Stuart Gareth	Senior Constable	11/7/21	3180	Resignation
LIEBELT, Benjamin David	Senior Constable	9/7/21	2550	Resignation
MACHALEK, Pavel	Senior Constable	11/7/21	2880	Resignation
BARNES, Terri	Auxiliary	14/7/21	4733	Resignation
GOLLOP, Orlando	Sergeant	23/7/21	3025	Resignation

NAME	RANK	DATE	REG NO.	CATEGORY
BENNETT, Elle Rose	Senior Constable First Class	2/8/21	3178	Resignation
HUGHES, Jason Keith	Senior Constable First Class	19/7/21	3498	Resignation
LEE, Jessica Beth	Senior Constable First Class	30/7/21	2899	Resignation
SHORROCKS, Adrian	Constable	2/8/21	3723	Resignation
KHAN, Nadeem	Auxiliary	23/7/21	4903	Resignation
SEARCY, Patricia Ellen	Auxiliary	25/7/21	4872	Resignation
DAVENPORT, Harrison William	Recruit Constable	2/8/21	30349	Resignation
BURNS, Gregory Graham	Senior Constable First Class	18/8/21	3509	Retirement
ROBINSON, Joshua David	Senior Constable	12/8/21	2820	Resignation
SHORROCKS, Adrian	Constable	8/8/21	3723	Resignation
CAMPANIELLO, Daniel Alexander	Constable	6/8/21	3708	Resignation
CLARKE, Jennifer Leigh	Auxiliary	13/8/21	4899	Resignation
SKOUTELLIS, Kaliopi Poppy	Auxiliary	6/8/21	4805	Resignation
KELLY, Michael Leslie	Senior Constable	24/8/21	3396	Resignation
DOYLE, Jacqueline Idalina	Constable First Class	2/9/21	3226	Resignation
SOCHACKI, Richard John	Constable	20/8/21	30313	Resignation
ROBERTS, Jennifer	Senior Constable First Class	18/8/21	2304	Resignation
CASKEY, William Charles	Constable First Class	27/8/21	3326	Resignation
BECKMANN, Darryl Norrie	Constable First Class	30/8/21	3212	Resignation
LY, Danny	Auxiliary	30/8/21	4914	Resignation
WILSON, Daniel Charles	Auxiliary	23/8/21	4884	Resignation
PROCTOR, David	Commander	1/9/21	1532	Retirement
MARTIN, Stephen James	Senior Sergeant	13/8/21	1566	Retirement
STUDDERS, Rhys Blake	Senior Constable First Class	7/9/21	3194	Resignation
ARNOTT, Leighton Robert	Senior Constable	13/9/21	2898	Resignation
HEGYI, Bronte	Senior Constable	13/8/21	3393	Resignation
MOLD, Gerd Andrew	Senior Constable	10/9/21	1486	Resignation
WHITEHEAD, Matthew James	Constable First Class	10/9/21	30143	Resignation
CARNELL ,Rebecca Jenna	Constable	10/9/21	3649	Resignation



Have you heard the buzz?

We have a new member loyalty program

Introducing ntpa.myshoppingcarte.com.au

In association with our corporate partner, Australian Financial Advisers, NTPA has recently partnered with a new Australian business, MyCarte, to provide an online shopping platform for our members and their families and friends.

Save money and support NTPA with every purchase

The new platform brings you amazing shopping deals from your favourite retailers, discounted travel offers for flights, hotels, resorts and car hire, plus savings on leisure experiences.

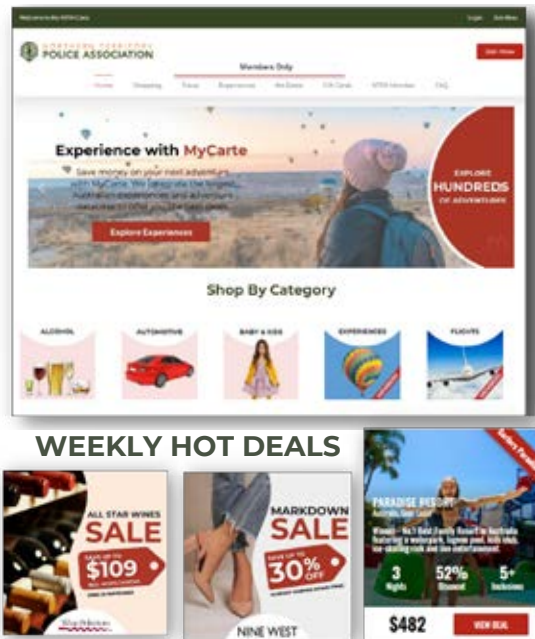
Each time you buy through the platform, you'll be supporting NTPA, as we receive a small commission from the retailer you purchased from.

So not only will you save money by accessing great deals, but you'll also be supporting our fundraising efforts – at no additional cost to you.

It's FREE to join

Your membership gives you 'members only' access to all the fantastic travel, experiences and hot deals.

Coming soon: discounts on major brand Gift Cards to save members even more!



ntpa.myshoppingcarte.com.au



JOIN NOW





**FOR URGENT
ASSISTANCE FROM OUR
ASSOCIATION**

**NTPA
OFFICE HOURS PHONE
08 8995 9520**

**NTPA
AFTER HOURS MOBILE
0497 750 025**

**NORTHERN TERRITORY
POLICE ASSOCIATION**

memberservices@ntpa.com.au | www.ntpa.com.au



EASY PEASY LEMON SQUEEZY!

BETTER FIXED CAR LOAN

3.99% P.A.

COMPARISON RATE

**NO PACKAGE FEE
SAVE \$195**



Driving a lemon? Turn that lemon into something sweet with a Better Fixed Car Loan from Police Credit Union.

Call **8928 9500**, visit our **Palmerston branch** at Gateway Shopping Centre, or apply online **policecu.com.au**



**Police
Credit Union
PLATINUM**