Memories of Hoddle St: 30 years on

This Edition

Joe Logan still fighting fit at 70
Time to put rammers in the slammer
Inside the new staff allocation model
Inside criminal minds: The case for keeping police prosecutors
This month we commemorate the 30th anniversary of the Hoddle Street massacre, through the eyes of four members who were there on the night and who recall in vivid detail the horror they witnessed and the evil they confronted on August 9, 1987.

Seven people were murdered on that winter’s night, and 19 more injured. We speak to a member who put himself in the line of fire to comfort a dying woman, another who was shot at, and those who arrested killer Julian Knight and interviewed him in the aftermath of the massacre.

This month also gives us pause to reflect upon and celebrate the contribution women have made to policing in Victoria over the past 100 years. On July 29, 1917, Victoria Police welcomed its first two female police officers. Many milestones have since been achieved through the courage and tenacity of the pioneers who followed in their footsteps.

The Journal has detailed the achievements of three such women, whose quest for equality and recognition has left an indelible mark on Victoria Police and The Police Association Victoria.

While the role and influence of women in the force is ever increasing, there is a fear among police prosecutors that their role could be diluted, with the specter of increased reliance on civil advocates in our courts.

That sentiment was expressed during a recent TPAV survey of police prosecutors, which revealed that while there is support for the current role of civil advocates, there is also a fear that staffing and financial constraints could lead to the expansion of the role of civil advocates into criminal court matters.

TPAV also conducted a survey of road policing members, which revealed that there was impetus to create a centralised model over the current divisional model, to better deliver on the objectives of the ‘Road to Zero’ road safety campaign.

Finally, we profile South Melbourne police officer Joe Logan, a senior in rank – and age. He’s just turned 70, and after a late start to his policing career, he’s in no hurry to call time on the job he loves.

If you have any story suggestions for the Journal, simply send us an email at journal@tpav.org.au.

Editors: Sandro Lofaro and Brendan Roberts

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Joe Logan is making up for lost time

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The level of hurt and loss that comes with losing a loved one, a friend or a colleague, sometimes all three in one, in the course of their duty is something that sticks in our hearts and our guts well after the initial shock has left us. With each reminder of the tragedy of their passing, that hurt rises to the surface. As I write this, two such reminders have stirred the feelings of anger and loss inside so many of us who loved and worked alongside Sergeant Gary Silk and Senior Constable Rodney Miller. The feelings are just as raw for those who diligently investigated their murders and brought their killers to justice.

The first reason is the annual reminder and commemoration of their loss as we mark the anniversary of their passing during this month. For those closest to the two officers, no single day is more important or more difficult to navigate than another, but the anniversary does provide a solemn, dedicated day for us all to pause and remember these men, as a collective. As we should.

The second reason is more sudden and far less honourable. It arrived without warning and without need, not to serve the memory of our fallen colleagues, but to serve the interests of one of their killers.

To name the killer here would be to afford him more relevance than he’s entitled to. He’s a convicted police killer who stole the lives of two dedicated police officers as they attempted to end the prolonged terror he had inflicted on the community. He’s content to avoid the penalties of a conviction and to work within the system to secure his release from incarceration.

That his belated protestations of innocence, 19 years later, have found any ally or public forum is a kick to the gut of so many of us who grieved for their losses. To remember Gary Silk and Rodney Miller is to mourn the end of their service, to mourn the loss of their family and friends, to mourn the loss of their community. The Police Association has been at the forefront of this fight to remember them, to mourn them. We will continue to support the fine efforts of the many members whose tireless work brought the criminals responsible for the murder of our fallen colleagues to justice. Their work, and the memory of our members Gary Silk and Rodney Miller, should never be forgotten.

Vale Sergeant Gary Silk and Senior Constable Rodney Miller. May your dedication and sacrifice never again be overshadowed by the cowardly whimpering of your killers.

“Those events are etched in the memory of Victorian Police members. The emotional toll on victims, family, friends and colleagues of our two murdered members, Sergeant Gary Silk and Senior Constable Rodney Miller have been drawn out and traumatic.”

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President’s Message

By John Laird

The memories of Gary Silk and Rod Miller should never be forgotten

“"The level of hurt and loss that comes with losing a loved one, a friend or a colleague, sometimes all three in one, in the course of their duty is something that sticks in our hearts and our guts well after the initial shock has left us”

John Laird, TPAV President
Better when we work together

Over the past month, I have been privileged to represent you at a range of events celebrating 100 years of women in policing. These events rightly and proudly celebrate the contribution that so many women have made to our profession and to Victorians over the past century. From a limited and constrained role back then, women of Victoria Police today can be found working in nearly every station and unit across the state. This represents an extraordinary transformation that for many has not come easily.

As many of you will know, 2017 is also the Association’s centenary year, a coincidence that not only represents the benefits shared by women over the past century, but also the rich history of the Police Association. So many of our members’ safety can be improved. Through the Police Association, each and every one of us has a seat at that table. Rest assured I intend to have our collective voice heard.

Listening to 15,000 voices

For months now, the Police Association has been lobbying for legislative reforms to improve members’ safety, particularly with regard to the number of police vehicles rammed and some of the inadequate sentences that have followed. These sentences do not reflect, or respect, the impact felt by the victims, our members. We have been vocal in the media and the community on this deeply worrying trend. It’s important that the community understands the challenges we face. At the same time, we have raised this issue with the government, with the media and the community on this deeply worrying trend. It’s important that the community understands the challenges we face.

IBAC Parliamentary Enquiry

In recent weeks, The Police Association has come out in support of a number of members who, at different times, have had to make split-second decisions at critical incidents and in the course of general policing. These incidents and the need for our members to deliver real-time responses highlight the dynamic and challenging nature of the work of the modern police officer or PSO. This has been an issue for some time, but recently has been brought to light by the IBAC Parliamentary Enquiry, which has highlighted the importance of improving the support and assistance available to police officers.

We believe that members with mental health injuries must be afforded immediate treatment, so that they should receive support and assistance at least until they have been properly diagnosed and assessed and have received preliminary treatment.

That is one of the reasons why the Association has provided the Victorian Parliamentary Enquiry into IBAC with a submission outlining how we think police oversight should be improved. We expect there will be no shortage of people seeking to present adverse accounts of their police experience at this enquiry, but it is absolutely essential that the largest and most impacted group of stakeholders – our members – have an equal voice.

Any system or oversight of police investigation process must be transparent and effective, but fairness and balance are just as important. Police and members of our community must be able to trust the system and that the process must be transparent. This is especially important when dealing with sensitive and complex issues.

When you think about it, it’s the only dignified way for police officers to deal with the stress and strain of their jobs. The process must be transparent and effective, but fairness and balance are just as important. Police and members of our community must be able to trust the system, and that the process must be transparent.

We also believe that members with mental health injuries must be afforded immediate treatment, so they can return to work and enjoy a healthy work-life balance. This is essential for our members to be able to maintain their mental health and well-being.

The ESSS review

The ESSS review, which commenced earlier this year, is now nearing completion, with all submissions received by the reviewer. The Association has met with the review team on several occasions now to express, in very personal terms, the reason why your superannuation scheme is so important to police and PSOs, and to reinforce the reasons why we have asked for the improvements that we are seeking. As the report is finalised, we will provide its recommendations.

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In his book, Gilmartin says the nature of policing means officers can be highly vigilant, alert and energetic at work but tired, detached and apathetic when off duty. He describes this state as the “hypervigilance rollercoaster” when work becomes all-consuming and the important balance between work and home is lost.

Central to Gilmartin’s guide for survival is the need for officers to take control of their personal lives – and that includes time for regular exercise. He states: “Physical fitness is not a luxury for law enforcement officers; it’s a basic requirement if they are to become emotional survivors.”

Finding time for a regular exercise regime can be problematic and requires some aggressive personal time management. “Taking and maintaining control of one’s personal life sounds like such a basic concept that it should go without saying,” he says.

In reality, however, one of the first dimensions of control law enforcement officers lose is the day-to-day sense of being in charge of a schedule, of being able to control personal time. Regaining control takes planning and effort.

“Taking back control Breaking the rollercoaster cycle

Every day police officers are putting themselves in danger. It comes with the job of maintaining law and order and keeping the public safe. But tackling criminals and lawbreakers is not the biggest threat you face. The average officer is far more likely to be a victim of severe work stress. Ongoing shiftwork and being constantly exposed to trauma can have a serious downside on your health and wellbeing.

The emotional toll can be significant. Officers who fail to achieve effective work-life balance are putting their physical and mental health at risk. Research in the US is deeply concerning. One study found that eight out of 10 police officers are overweight or obese, while another showed that heart attacks account for up to 10 per cent of all US on-duty police deaths.

Taking back control

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“When I’ve interviewed police officers who have an orientation toward emotional survival, one of the fundamental characteristics these officers possess is a clearly controlled sense of personal time management,” he says.

“Survivors realise that the last thing they want to do when they return home is make a decision, so they develop a strategy to make the decision at an earlier point in time.”

Breaking the rollercoaster cycle

Gilmartin believes moderate aerobic exercise is important not only for the physical health of officers but also for their mental wellbeing. He recommends 30 to 40 minutes of aerobic activity about four to five times a week. This can be any type of “cardio” exercise that stimulates the heart and breathing rate, including gym work, walking, biking and team sports.

“The very act of engaging in physical fitness means the officer is taking control and responsibility for his or her time and actions each day,” says Gilmartin.

“Survivors realise that the last thing they want to do when they return home is make a decision, so they develop a strategy to make the decision at an earlier point in time.”

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Simone Beale (N.T.)

Contemplating death is not something many of us do, which is why drafting a will is rarely at the top of most people’s list of priorities. In fact, statistics show that approximately 45 per cent of Australians do not have an up-to-date will, suggesting many of us underestimate the importance of planning ahead in preparation for the unexpected.

When that moment arrives — regardless of whether or not it is expected — it is important that your assets and estate are distributed in accordance with your wishes among family, friends and charities.

For instance, many people want certain family members to inherit specific items of sentimental or emotional importance, or want to allocate a proportion of their inheritance to children from previous relationships.

Having a will also gives you an opportunity to appoint your chosen executor to administer your estate, and enables you to identify the guardian/s of your children.

While there is a perception that if you don’t own much, you don’t need a will, this is not necessarily the case. If you die without a valid will (known as dying intestate), a standard formula is applied to distribute your property, wealth and any possessions, which may be contrary to your wishes. This will usually mean that all of your assets will pass to your spouse or children, but the situation can become complicated if:

- you die with no spouse or children
- you are separated and have a new partner (that is, you have a legal spouse as well as a de facto partner)
- you have children from different relationships
- you have a de facto spouse but have not registered the relationship.

Maurice Blackburn principal Andrew Simpson has been working in the wills disputes and administration area for 20 years and suggests people should think of a will as “a gift you leave your family and loved ones because it makes the management of your estate a lot easier and clear. Taking control of these decisions also means you can secure your family’s financial future.”

He said seeking proper, informed legal advice will ensure you express your intentions clearly and can help avoid unnecessary tax liabilities for your beneficiaries. It is also likely to reduce the chance that your will may be contested one day.

Mr Simpson said it was also important for people to update their will as their circumstances changed, such as:

- when there are births, deaths, marriages and divorces in the family, particularly if any executors or beneficiaries die
- if you change your name, or anybody named in the will changes their name
- if there is a purchase or sale of a significant asset
- if there is an inheritance or significant change to your financial circumstances.

Association members and their partners are entitled to free standard wills, so for more information about writing a will, talk to the Association’s lawyers, Maurice Blackburn. They can also help if you’ve been injured on duty, or if your loved one has been involved in a road accident, has a public liability or medical negligence claim, or want to dispute a will. The initial consultation with all Police Association members is free.

For more information about how Maurice Blackburn Lawyers can help you on a no win, no fee basis, visit www.mauriceblackburn.com.au or free call 1800 810 812.
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Planning to start a family?

Nothing changes things up like having a baby. But as a member of the Victoria Police, taking paid parental leave doesn’t have to impact negatively on you. Your paid parental leave is regarded as ‘normal service’. So during this time, your super benefit will continue to accrue in line with your chosen contribution rate. This applies each time you take paid parental leave, and helps ensure you’re not disadvantaged by caring for a young family.

If you want to take additional unpaid parental leave of up to 12 months, it’s treated as if you had opted to set your contributions to zero. The time is still counted as ‘service’ and you’ll continue to be covered for death and disability. But if you take more than 12 months additional unpaid parental leave, it won’t be counted as service and it will limit your insurance cover.

Is splitting up hard to do?

Relationship breakdowns can be tricky, especially when sorting out the finances. It’s a time of great stress on everyone, and you don’t want to add to that with messy finances. So be pro-active about finances. Make the effort to do a financial stock take of your situation. What are your assets and debts? It’s also a good idea to check your will, your life insurance and super. Do you need to update the beneficiaries you have previously nominated? Because things can get complicated if something were to happen to you after the split.

It’s important to be clear on the two ways you can nominate your beneficiaries. A ‘non-binding nomination’ of beneficiaries is only considered a guide as to how your super benefit is allocated. Ultimately the ESSSuper Board can determine who receives a benefit. Even if you’ve taken a new partner, this may mean your ex-partner or stepchildren may receive part of your benefit.

If you want control over who receives your super benefit, you need to make a ‘binding nomination’. However, binding nominations are only valid for three years, so it’s important you review them at least every three years.

These are just some of the events that can result in a significant change in your circumstances. For each major event, there are adjustments you can make to keep your life and your long-term financial security in harmony.

What if you change jobs?

As a member of the Victoria Police, you’re in a special situation when you change jobs. If you remain with the force, you’re in great shape. Your ESS Superannuation Definitive Benefit Fund (ESS Super DB Fund) will continue to grow based on your years of continuous employment and your contribution rate. However, if you leave the force, you can no longer contribute to the ESS Super DB Fund. On leaving your employer, you will be entitled to a benefit depending on why you left. Your benefit is subject to the preservation rules. If you want the convenience of staying with ESSSuper when you leave the ESS Super DB Fund you have the option of opening an ESSSuper Accumulation Plan account*. An Accumulation Plan account can accept super guarantee contributions from your new employer, extra personal contributions and has cost-effective insurance options.

Getting married or in a defacto relationship?

A long-term relationship entails a commitment to share certain financial obligations. Take some time to discuss your financial goals as a couple. What dreams do you share and what plans do you need to make to achieve them? You may want to review your insurance and update it to reflect your change in relationship. Do you need to change or clarify who the beneficiaries of your super would be should something happen to you?

Some super funds also allow you to share some of the benefits you receive with your spouse. This can help keep all your super with the same fund and makes planning for your future together a little easier.

For instance, even though ESSSuper is not a public offer fund, your spouse may be eligible to set up an ESSSuper Accumulation Plan account. Plus, you may be able to make contributions to your partner’s account and in some circumstances receive a tax rebate. Or you may be able to take advantage of ‘contribution splitting’ that allows you to split some pre-tax contributions with your spouse or partner*.

Any questions about where you stand?

If you’d like to know more about a specific topic covered in this article, ESSSuper has Member Education Consultants, who are available to answer any questions you may have about your fund. To make a free appointment, call the ESSSuper Member Service Centre on 1300 650 161.

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By Brendan Roberts

30 Years on Hoddle Street:
Murder on Hoddle Street

The memories haven’t faded
Thirty years ago seven lives

Faded that even three decades haven’t
fallen night bore a clarity
until the tragedy that saw and
halted officers reassessed on August 9,
the hours of police.

Thirty years ago seven lives
no precedent and today still
suicide and the time that
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The Police Association Victoria Journal 17
One of the vehicles peppered with gun fire during the
Hoddle Street shootings 30 years ago.
Picture: Courtesy of Fairfax Media

Be in control of the situation.

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Melbourne's most tragic violent events are identifiable by a common feature – they're known simply by the name of the street in which they took place.

The magnitude of Julian Knight's massacre of seven people on August 9, 1987 added a busy road running through Clifton Hill to the infamous list, which already included Russell Street. Queen Street would follow a short time later and then Walsh Street the following year.

From that night on, 'Hoddle Street' became a mapping point for tragedy, not just traffic.

For the police officers who were there on the night, it marked an intersection between the worst and best of humanity.

Time has done little to dull their memories. Anniversaries are simply a channel which shift these memories from the back of their minds to the fore.

Then Sergeant Graham Larchin had spent that Sunday afternoon with his partner, Senior Constable Betty Roberts, investigating two serious firearm incidents near Northcote police station. These incidents would become a footnote to a shift he would never forget.

At about 9.30pm that night, the pair heard shots being fired in the distance, then received notification that several drivers had reported they had been fired upon while driving near Merri Creek.

"As soon as we switched the radio on, it was pretty clear that something sinister was happening," he recalled.

But they didn't yet realise its magnitude. Further south down Hoddle Street lay the bodies of the seven dead or dying - the innocent victims of fate and one man's fixation with death. Anyone's but his own.

Nineteen-year-old Julian Knight, a failed soldier and directionless drifter with a love of guns and an obsession with the romance of battlefield combat, reacted to a series of unfortunate but not insurmountable personal setbacks by arming himself with three guns and taking out his murderous anger on a series of people he'd never met.

Constable John Delahunty was working one-up on warrants and files at Fitzroy police station, where he'd been for six months. He had just arrested a stalker when he too was diverted to Knight's warzone.

"I remember going to the top of the overpass at High Street and seeing cars along Hoddle Street outside the train station. There was a motorcycle down and D24 asked for someone to go and check the rider," he said.

"I remember running over to him and just lifting up the helmet to have a look and I could see he was dead."

It was 21-year-old mail officer Kenneth Stanton, who had been on his way to work night shift at Australia Post.

Constable Delahunty then came across the body of 23-year-old Tracey Skinner, shot dead in the passenger seat of her car, with her 18-month-old son still in her arms.

"I remember her husband sitting next to her and that her baby boy was still in her arms. She was looking after him right up until her last moment."

They were callously picked off by the heavily armed Knight, who walked a short distance from his home in Ramsden Street to act out the role of a sniper in a war he had created in his mind.

Fifty-three-year-old Dusan Flajnik – and Vesna Markovska, Robert Mitchell and John Muscat, all aged in their mid-20s – were also cut down by Knight as they drove their cars or stopped to assist those already wounded.

Some of Knight's victims, though, were still alive, and dangerously exposed.

For Sergeant Peter Butts, the evening of August 9 was routine. Working undercover, he and his crew were targeting drug dealers in Fitzroy Street, St Kilda. Routine would soon give way to mayhem. His night would be spent in the gutter of Hoddle Street, cradling one of Knight's victims as she clung to life.

Peter parked his unmarked car outside the signal box of Clifton Hill train station after receiving the call to respond, and got out to survey the area.

"I looked up north and I could see an arm moving in silhouette, the person was shot but still alive," he said.

It was 21-year-old student Gina Papaioannou.

Sergeant Delahunty was working one up on warrants and files at Fitzroy police station, where he'd been for six months. He had just arrested a stalker when he too was diverted to Knight's warzone.

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It was an act of extraordinary courage and risk, given that Ms Papaioannou had herself been shot as she stopped to assist another victim by the roadside.

“Tim Edgeworth got behind the steering wheel and we both kept our heads down below the dashboard and he just steered the car in a straight direction, so we tore up the footpath and stopped right in front of her and jumped out of the car.”

“Her car headlights were still on and they were throwing light onto us, and potentially exposing us, so Tim got the butt of his gun and smashed the two headlights.”

Peter Butts could see ambulances and police units parked on the western side of Hoddle Street and knew they would have blankets to shield Ms Papaioannou and keep her warm as she fought to live.

As he prepared to dart across the roadway to retrieve them, Peter paused briefly and removed his new reflective lined Adidas runners and ran in bare feet to avoid exposing himself to more danger.

He returned with a police trench coat to drape over the dying woman. Sadly, she would succumb to her injuries in hospital several days later.

As police began to converge on the scene, Knight retreated from behind bushes on the east side of Hoddle Street onto the train tracks, where he fired at and hit the police airwing as it hovered above him.

It was at this moment that Graham Larchin came within inches of being Knight’s eighth victim.

He and Senior Constable Betty Roberts had arrived at the intersection of Hoddle and High Street to assess the scene, but as Betty waited in the van, Graham Larchin walked from the vehicle and unknowingly into the path of Knight.

“I saw a person who I thought was a police officer on the railway line ahead of me, then all of a sudden, he went down into a crouch position and I saw a long arm firearm and shots began to ring out,” he said.

“They were close. I don’t know how I’m still here. He was thirty metres from me.”

As he slinked through the backstreets of Clifton Hill and North Fitzroy, Knight was the only person not in fear of the unknown. He was the unknown.

And, for the first time that night, he had direction. He was making his way to his ex-girlfriend’s house in Fitzroy.

He was en route when John Delahunty responded to a D24 request for a unit to check out a possible sighting of the shooter near Queen Street and Rushall Crescent in North Fitzroy.

John arrived alongside a second responding unit, also manned by a sole constable, Ralph Lockman, who had come from the Russell Street police headquarters.

The pair had never met, but they would soon share a hellish few minutes that would bind them for life.

“We could hear the police helicopter nearby and we could hear more shots, and the helicopter came up on the radio saying they had been hit and I remember saying to Ralph ‘Gee, he’s close, he’s coming this way’, he said.

“We were standing outside the car, because we didn’t want to sit in the car and be a target and then Ralph smacked me and said ‘there he goes’ and I could just see his figure running across the road on Rushall Crescent.”

John tossed his files into the back seat to make room for Constable Lockman in the front passenger seat and the pair tracked Knight to a laneway off Rushall Crescent.

Fearing they may lose sight of him, John Delahunty fishtailed the van and came to a grinding halt at the entrance to the laneway. The car’s headlights illuminated the darkened Knight, exposing him for the first time.

“It was when I finally had a rest day, I was down the beach with my son, who was just a toddler crawling around in the sand and that’s when it sort of hit me, the magnitude of it, so there was a little bit of emotion at that point” – Graham Kent

Superintendent Graham Kent. Photo by Darren Tindale

A bird’s eye view of the Hoddle Street crime scene the morning after the carnage. Picture: Courtesy of Fairfax Media

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He returned with a police trench coat to drape over the dying woman. Sadly, she would succumb to her injuries in hospital several days later.
Sergeant John Delahunty was taken to the emergency department just as doctors in an adjacent room pronounced another of Knight's victims dead.

A few hundred metres south on St Kilda Road, the Hunter Medical Research Institute's emergency department was alerted to a prior call by a motorist who had been at Hoddle Street, where a vehicle was involved in an accident. At 8.06pm, a vehicle, cuffed him and handed him over to detectives who arrived on the scene within minutes.

The trio, along with a cameraman and a sound recordist, returned to Hoddle Street, where they placed Knight over the bonnet of the vehicle, cuffed him and handed him over to detectives who arrived on the scene within minutes.

Detective Senior Constable Graham Kent, who had been at Homicide for six months, was talking to someone who was very immature, dealing with the aftermath of events like this in terms of the welfare of our own people. There was no understanding of what post-traumatic stress disorder was at the time. It's only in the past five years that it has come to be accepted. Julian Knight will have a lifetime to reflect on the trauma he inflicted on so many in such little time.

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The Police Association’s commitment to stamping out the epidemic of police ramifications in Victoria has gained significant momentum on the back of a sustained social media and traditional media campaign in recent months.

At the time of going to print, the government has committed to strengthen laws related to ramming or attempting to ram police. We have long said that the punitive outcome of these offences needs to better reflect the disgust with which the wider community holds acts of violence against police.

The fact that our voice on this critical issue has been heard is pleasing. We now look forward to seeing these commitments made law in the very near future.

We also laud the bipartisan political support the community holds acts of violence against police.

By Brendan Roberts

Wheels in motion on reforms to combat ramming

A double-page feature story and editorial in the Sunday Herald Sun last month highlighted the growing prominence the issue had gained within the wider community.

The coverage was bolstered by an opinion piece by TPAV Secretary Wayne Gatt, which is reproduced on these pages, outlining the need for urgent and meaningful change in the form of harsher penalties for ramming, to end this dangerous trend.

That sentiment was echoed by the Sunday Herald Sun’s July 30 editorial, which read in part: “This lack of respect for authority must be stamped out as a matter of urgency. Those who are prepared to snub their noses at police need to be taught a tough lesson before things escalate even further. They need to know that if they target police going about their duty then police and the justice system will come down hard on them.”

There is no room for a softly-softly stance when the lives of police officers are at risk – and there is no doubt those ramming police cars are putting lives at risk.

We agree with Police Association secretary Wayne Gatt that car ramming is a growing problem that needs fixing: “That no member has, to this point, been killed or maimed is good fortune alone. That no member has, to this point, been killed or maimed is good fortune alone.”

luck should have no place in the governance of our members’ safety and we will see this campaign through to a conclusion in which stringent reform and deterrence becomes the determining factor.

That has now begun through the TPAV’s involvement in a working group alongside Victoria Police and the Department of Justice, to end these all-too-frequent attacks on police.

We’ll keep members updated on its progress in coming weeks.

A good gauge of a community’s standard of respect is in how it treats its police.

“More than 230 police cars have been rammed in the past two years. That’s 230 times police have been called to respond to a crime, and have left the scene as victims. By no measure is that acceptable, or comparable to our counterparts interstate.”

No more softly-softly on ramifications

By Wayne Gatt, Secretary, The Police Association Victoria

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Victoria Police will shortly be launching a 12 month trial of the Discipline Intervention Program (the DIP).

The DIP process allows affected and interested parties to apply to Professional Standards Command (PSC) to have their discipline investigation concluded early and progressed to a final outcome.

It seeks to reduce the time taken to complete discipline investigations and reduce the negative impact a lengthy investigation may have on members.

The introduction of the DIP trial represents the culmination of a joint initiative between the Police Association and PSC aimed at streamlining the current discipline system.

The Association has consistently lobbied Victoria Police to consider the introduction of a system that enables appropriate matters to be finalised without unnecessary delay provided the principles of natural justice and due process are not adversely impacted.

We believe the DIP is a significant step in achieving a workable and robust discipline model that removes the current angst associated with long drawn out investigations and hearing processes where appropriate. We encourage members under investigation or subject to a pending discipline charge to consider the use of the DIP and urge them to contact the Police Association’s Legal/Discipline section to discuss this process.

The DIP is, of course, merely a trial at this stage. It’s utility long term will no doubt be reviewed at the completion of 12 months so member feedback is essential for the Association to inform our opinion as to whether the DIP process should be enshrined in long term policy.
Making it easier to go back to blue

The study found that these new skills were highly transferable to policing, should former members want to re-enter the force.

Ms Lester said paving a smooth path for re-entry was mutually beneficial for ex-members and the force.

"Victoria Police, like other employers, can make sure it doesn’t lose great people forever by encouraging such people to return in the future. Mobility and re-entry programs can help to keep valuable skills and experience in an organisation." Off all the participants, more than a quarter had applied to re-enter Victoria Police, and a further 12 per cent intended to in the future.

Participants shared perceived shortcomings with the current re-entry process including: the length of the process; negative attitudes to returnees and an incomplete recognition of their capabilities.

PRSB Deputy President Peter Bull said the Board was focused on improving the process to make it easier for former members to re-join Victoria Police.

"We are working collaboratively with Victoria Police and The Police Association to enhance the registration scheme to develop career mobility choices for police officers in Victoria", Ms Lester said.

"We know the benefits are waiting to be had for former members and the force.

Once registered, former members can apply for vacant roles within Victoria Police and compete for those roles on merit, with the final say on re-employment falling with Victoria Police.

The research conducted by the PRSB found that re-hiring former members may be a useful strategy in the context of the current recruitment drive of 3,315 new police on the front line by 2022.

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"We know the benefits are waiting to be had for Victoria Police, for members and the community."

The PRSB’s full report on its survey - "Victoria Police and The Police Association to enhance the registration scheme to develop career mobility choices for police officers in Victoria" - can be viewed in its website - www.prsb.vic.gov.au

Interested in re-joining Victoria Police?
For former members interested in re-joining Victoria Police, a PRSB information sheet is available online at http://www.prsb.vic.gov.au/police-registration

\[Image of Andrea Lester, PRSB President\]

Policing is more than a job, it’s a lifestyle.

At times, the rigours of that lifestyle can become overbearing and lead members to pursue a new career. Yet, for many of the members who leave the force each year for reasons other than retirement, a passion for the uniform lingers.

That was one of the findings in a recent survey conducted by the Police Registration and Services Board (PRSB) about reasons into why members left Victoria Police, their subsequent careers and the issues they experienced when trying to re-enter the force.

254 former members completed the survey with 64 participating in a further focus group or interview.

President of the PRSB, Andrea Lester, said increasing career opportunities within the force, as in other occupations, was key to retaining talent.

"In every other profession, like teaching or nursing, people can take their valuable skill sets and pursue career opportunities, whether that is promotion or a shift into a related or a different field, in other locations or for other organisations," she said.

"The individual benefit from having greater choice and so does the organisation. The goal is to provide more options for police officers, too." The key findings indicated that overall, catalysts for resignation were mostly related to family and personal, circumstantial and organisational factors, while more than half of female participants said that family and personal circumstances were a major factor in their decision to leave policing.

"We know many people don’t want to leave policing, they are just torn between coping with their family or caring commitments, or just need a break," Ms Lester said.

"We don’t want to lose great people from policing forever, so it makes sense to provide greater flexibility and choice, including options to leave for a period and come back refreshed.”

The survey found that those leaving the force went on to work predominantly in public administration and safety organisations, including other police services, law enforcement agencies and other government and regulatory organisations.

Former members surveyed valued the opportunity to develop new skills and capabilities to build on the ones they had developed during their policing career, with 59 attaining a university qualification.

Management and leadership, investigations, and stakeholder engagement were common areas where former members acquired new capabilities.

"A person who has gone on to work in senior management roles or who has gained other forms of highly relevant experience outside Victoria Police can potentially return at a higher rank than they previously held.”

Once registered, former members can apply for vacant roles within Victoria Police and compete for those roles on merit, with the final say on re-employment falling with Victoria Police.

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\[Image of Andrea Lester, PRSB President\]
There are three different Acts that need to be considered in relation to family violence and cyber stalking.

The Family Law Act defines family violence as “violent, threatening or other behaviour by a person that coerces or controls a member of the person’s family (the family member) or causes the family member to be fearful”.

The Family Violence Protection Act defines family violence as:
(a) behaviour by a person towards a family member if that behaviour:
(i) is physically or sexually abusive; or
(ii) is emotionally or psychologically abusive; or
(iii) is economically abusive; or
(iv) is threatening; or
(v) is coercive; or
(vi) in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or

(b) behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects, of behaviour referred to in paragraph (a).

Some examples of family violence include but are not limited to assault, sexual assault, property damage, causing or threatening to harm an animal and preventing a family member from maintaining connections with family or friends.

Examples of a child being exposed to family violence include overhearing threats of physical abuse or verbal abuse, witnessing an assault, comforting and providing assistance to a family member who has been abused, cleaning up property damage and being present when police attend an incident.

Stalking is also recognised as a form of family violence. The Crimes Act 1958 defines stalking as “following the victim, contacting the victim, entering or loitering outside their home or workplace, interfering with the victim’s property, offensive or abusive acts and keeping the victim under surveillance”.

This may extend to cyber stalking which has become increasingly prevalent with the development of social media and smartphones. Cyber stalking includes:

• Contacting the victim by email or other electronic means;
• Tracking the victim’s internet use;
• Hacking into the victim’s email or social media accounts;
• Impersonating the victim online;
• Publishing on the internet or social media comments, photos, videos or rumours about the victim; and/or
• Creating a fake account to communicate with the victim.

If you believe that you, or someone you know, may be the victim of family violence or cyber stalking there are some things that you should consider:

1. Remove your former partner as a Facebook friend and delete your connection on any other social media platforms;
2. Change your social media settings to private so that only friends can access your posts;
3. Change your passwords to your email and social media accounts and keep these confidential;
4. Always sign out of your email and social media accounts and ‘uncheck’ the box “remember me on this computer”;
5. Turn off location services on your phone;
6. Set a password or pin to unlock your phone;
7. Retain copies of any abusive or threatening texts, emails or posts;
8. Screened any inappropriate social media posts which could later be taken down;
9. You may wish to have legal correspondence sent to a new or separate email address; and
10. Obtain legal advice.

All forms of family violence should be taken seriously and it may be necessary to consider an application for an Intervention Order or an application in the Family Courts, if appropriate.

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10. Obtain legal advice.
Fork in the road: Members have their say on the best ‘Road to Zero’

A TPAV survey of 400 road policing members has found more than half believe a change to the model they currently work under will better serve the community and help to drive down the road toll.

Every death on Victorian roads is preventable. That mantra underpins the ‘Road to Zero’ road safety campaign, but while the objective of reducing the road toll from 291 last year to zero in the future is a clear one, the best road policing model to achieve this ambitious target is more subjective.

The debate centres on the merits of the current divisional-based road safety policing model or the proposed Road Policing Command.

A TPAV survey of more than 400 road policing members to gauge their opinion on the most effective model to achieve a greater level of safety on our roads and a reduction in the road toll.

The most glaring finding was that less than one in ten members surveyed believed the current service delivery model was providing the best possible road safety benefits.

By contrast, 62 per cent of members believed a centralised road safety policing model would be very or somewhat effective in in supporting the Toward Zero campaign. Police Association Secretary Wayne Gatt said the results of the survey indicated that members wanted a change in the direction of road policing.

“Our road policing members are passionate about the role they play in preventing death on our roads and enforcing the law to help achieve the goals set out in the Toward Zero campaign,” – TPAV Secretary, Wayne Gatt

More than two-thirds of respondents described current resourcing as inadequate or highly inadequate, with 61 per cent identifying the need for additional members to cover minimal staffing levels.

There were also calls for the modernisation of equipment to suit current needs and challenges and for increases in vehicles and motorcycles for regional road safety policing members.

Many road policing members surveyed believed a centralised service delivery model would allow members to be more visible on the road and increase patrols to deter criminal behaviour, while also engaging in targeted enforcement.

A centralised command would understand what we need to do to achieve the Toward Zero strategy and let us do it, with no influence from the local senior management. Another key concern raised was the splitting of resources following the introduction of the two-up policy and its impact on the role of road policing.

It is very positive to see Road Policing Command engaging with TPAV and our members to identify issues that may be impacting service delivery and promote a stronger Road Policing model.” – TPAV Secretary, Wayne Gatt

The debate centres on the merits of the current divisional-based system compared to a more centralised model, potentially falling under Road Policing Command.

A common criticism of the current divisional-based system is the regularity with which members are reassigned to general duties to fill gaps in resourcing.

Overall, respondents suggested that substandard resourcing and a lack of prioritisation of road policing work were curtailing road safety efforts across the state.

As one respondent lamented: ‘Local senior management are utilising us as additional units for their underresourced local service delivery model was providing the best possible road safety benefits.

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Leading Senior Constable Joe Logan was a late starter to policing, joining the force at 52. Now, at 70, he’s making up for lost time. Brendan Roberts found out what keeps him in the job.

Joe always wanted to be a police officer, but, as he watched his friends, a cousin and his brother and sister join the job, a height restriction placed on recruits prevented him from joining.

He embarked on a career in banking, and at age 50 he took a retrenchment package. It allowed him to finally cast an eye to the career he had always wanted.

“It was my sister’s suggestion, she was a Senior Sergeant at the time and she’d known I’d wanted to join the police as a kid, but couldn’t."

He applied to join Victoria Police in 1999. By that time the height restriction had been scrapped.

“In the end, I had to grow up and they had to grow down, and by the time I applied, both had happened.”

In 2000, at age 52, he graduated from the police academy, flanked by twenty- and thirty-somethings.

“I was definitely the grandfather of the academy, but I was treated like everyone else and had to do what everyone else did to graduate and I’m still friends with some of the people I was at the academy with.”

He left wanting to help make a difference and with the knowledge that this was a job in which he could.

“It was good to embark on something that felt worthwhile. It’s something I still find worthwhile,” he said.

“There are a lot of issues in society, still many that we can’t resolve, but I think that these days in the police force there’s less of a ‘knock ’em down and throw ’em away’ mentality and a broader view on what we deal with.”

When The Journal spoke to Joe, he was trying to track down a 14-year-old runaway, and liaising with the girl’s concerned family.

“South Melbourne, he says, offers a broad mix of policing issues, from family violence to assaults and street crime.

In rare quieter times, he sometimes gets out on bicycle patrol.

“I’m rarely out on the bike these days, we often don’t have the resources to do it, but I do enjoy it occasionally when I can,” he said.

“At his age, Joe says he has the benefit of doing a job he loves, without the burden of a will to climb the promotional ladder.

“I’m quite happy to do street policing and work with younger people, guide them if need be and back them up, support them.”

The father of four and grandfather of five says the life he lives and loves, in and out of the uniform, leaves no room for the monotony of retirement.

“If you can still do it (policing), I don’t see any point in retirement. You’re dead a long time, make the best of it while you’re here,” he said.

“Most 70-year-olds look in the rear-view mirror at their working life, content that they’ve earned the right to spend their days indulging in the interests that the constraints of a lifetime of work could never accommodate.

But Joe is no grey nomad, his patch is South Melbourne and the interest he’s always harboured is for policing.

His reasons for donning the uniform each morning are timeless.

“I like catching crooks, and I like dealing with people who have got problems, who may at times need a bit of sympathy and a helping hand,” he said.

While age is just a number, the life experience gained within it can be an invaluable tool in a profession like policing.

“In some circumstances, having age and grey hair means that when you’re going to a family violence situation some people will react to you a little bit differently to, say, a 25-year-old … you can offer them some assistance from a different perspective.”

“I’m quite prepared to come down very hard on people not doing the right thing, particularly to women and children.”

“In the end, I had to grow up and they had to grow down, and by the time I applied [to join the job], both had happened”
As we celebrate 100 years of women in Victoria Police, the Journal spoke to three female Police Association members who have left their unique mark on The Police Association, and policing in general, through their leadership, advocacy and determination.

Detective Superintendent Debra Robertson: Part-time policing pioneer

When, as a rising detective and young mother, Debra Robertson was asked to choose between her work or her family, she responded by questioning the question, rather than answering it.

After the birth of her third child in the mid-1990s, she wanted the right to do both and asked to work part-time at Nunawading CIB, where she had carved out a successful seven-year career as a detective.

Detectives, she was told, didn’t work part-time and “it would be a cold day in hell” before that changed.

“It was as challenging for them as it was for me to deal with their resistance.”

With the backing of The Police Association, she took her case against Victoria Police to the Anti-Discrimination Tribunal and won.

“It was about showing them that the thinking around the issue from an organisational perspective was just ludicrous. It was incomprehensible that you could think that I would not be a competent detective, working eight days a fortnight when that arrangement was already in place in an informal setting,” she said.

You can change your mind and your opinion but I’ve never changed my values. I knew it was right, I knew the arguments that they had put forward didn’t make sense and I had worked very hard to be a detective and when I joined the CI only a few per cent were women and so I was very proud of that achievement.”

“Once it was achieved, the next thing to ensure was that it worked and, of course it did, because my work ethic remained the same.”

And it did for the next ten years.

During that time, Deb’s involvement with The Police Association grew, firstly by becoming a delegate, and then with election to the Executive, where she held the position of Junior Vice President for two years of her five-year term.

“Looking back, I’m quietly proud … you hear now of conditions and entitlements that are put in place and I sort of think wow, look how far that has come from ‘can I just have a day off a week?’”

Now, more than two decades later, the woman who would have inevitably been lost to Victoria Police if she had answered the ‘motherhood over work’ question like so many had before her, is now a Detective Superintendent in the Crime Department.

“If you look after your people, you will get the return,” Deb said.

“Leadership is not remaining silent with those who disagree with you, but actually learning why they are resisting you and working for the best outcome.”

A-Gender setters

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Detective Superintendent Debra Robertson. Photo: Darren Tindale
Senior Sergeant Alex Griffith – Champion of Parental/IVF leave entitlements

"I was doing IVF and I actually had fallen pregnant during the executive elections and when we won the election, I actually said to TPAV President John Laird ‘by the way, I'm pregnant' . "

Detective Senior Sergeant Janet Mitchell – First female TPAV President

"I had tried to encourage other women to run, saying that we needed more women in the union, but then I realised that if anything was going to get done, I had to do it. I had to get in there myself," she said.

Senior Sergeant Alex Griffith – Champion of Parental/IVF leave entitlements

"At the time issue was big, “ she said. "Women needed to be part of the union. It was tempered by the reality that change could only be achieved through participation."

Detective Senior Sergeant Janet Mitchell

"I think it was absolutely pivotal. It was an achievement which showed that a woman could be a leader, to be an elected member of a union they weren't sick."

Senior Sergeant Alex Griffith

"(The program) opens your eyes immensely to everything The Association does. When people think of The Association, they may just think welfare and discipline, but they perhaps wouldn't have any idea of all of the work that goes on behind the scenes."
on that in years gone by, the more I realise its importance,” she said.

“At the time I thought that not only could I do it, but that I could do it in a different way because I’m a woman. I think women have a different leadership style and I thought that it would just be a breath of fresh air to have someone who looked different, who acted differently, who had different history and women are different, so I think it just had so many benefits.”

The culture-shifting appointment caused significant personal tumult.

“There were many, many hard moments and hard times during that presidency but I just had to keep going, there was no other option and I felt very strongly in that time that I had to do the job for the Executive and the union but I was also doing it for the women who came behind me, I had to focus on forging the path because it was so important.”

She also enjoyed strong support during her two-year presidency.

“I forged some amazing friendships both inside the union and in the police force and other areas, based on people wanting me to succeed and wanting this to be a thing that was no longer unusual.”

Janet believes there is still work to be done to achieve that.

“Women have to continue to stand up and put themselves forward for the roles and that’s always been the challenge and it will continue to be the challenge,” she said.

“Have your goals, understand the challenges, make sure you have great support around you.”

“Having mentors who have been down that path before is vital in helping to forge the belief that you can do it.”

“Have your goals, understand the challenges, make sure you have great support around you.”

The Royal Children’s Hospital is one of the world’s leading paediatric hospitals and we’re delighted to have joined their community. Located in Melbourne’s major health precinct, and within close proximity to a number of other major hospitals and police stations, we now have a branch that is more convenient for our members for all their banking needs.

We know that there are many commonalities across our police and health sector members, in the nature of the work they do, working shift work, helping the community, and the highly stressful environment associated with assisting in times of crisis.

The Royal Children’s Hospital branch may be based inside a hospital, but it is there for all our members. For those that used to visit our Carlton Branch, this is only 2km from where that was based, and hosts ample parking.

We welcome you to come past and visit our newest branch, where our dedicated branch staff will be able to help you with your banking needs.

COMING SOON!

We are excited to be further extending our branch network in the near future, with a branch currently under construction at Sunshine Hospital, on Furlong Rd St Albans. Stay tuned across BankVic social media platforms, Facebook, LinkedIn and Twitter, for more information in the lead up to the branch opening!

Download the BankVic app
facebook.com/bankvic.au
twitter.com/bankvic

Detective Senior Sergeant Janet Mitchell.

Photo: Darren Tindale

JUNE MARKED A SIGNIFICANT STEP ON THE BANKVIC JOURNEY, WHEN WE CELEBRATED OUR NEWEST BRANCH OPENING AT THE ROYAL CHILDREN’S HOSPITAL.

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T he Police Association’s successful campaign for more police culminated in last December’s commitment by the Victorian government to fund an additional 2,729 police over four years. Many current members are now rightfully asking where they will go.

It’s a reasonable question, one which members can be forgiven for asking with a healthy degree of scepticism.

After all, every time there’s been a substantial injection of police numbers since the turn of the century, many operational members have felt any tangible relief from the unremitting day-to-day grind that is modern operational policing.

Theories abound as to where the extra police have ended up, but many operational members are convinced about where they largely haven’t — and that’s at general duties police stations.

For this reason The Police Association has, for the best part of 17 years, supported a different approach when it comes to the way in which police have traditionally been allocated — an approach that’s scientific, transparent, evidence-based and largely driven by public demand for policing services.

Significantly, the other two key policing stakeholders in this state — the Victorian Government and Victoria Police — are largely driven by public demand for policing services.

This explains why many of the booming outer growth corridors of Melbourne, such as Casey, Wyndham, Melton and Whittlesea, are in the process of receiving the lion’s share of the 300 additional police recruited during the 2016/17 financial year (this is aside from the 2,729 extra police being recruited over the next four years).

While the SAM’s central focus is to adequately resource police services by area and allocates resources accordingly.

So what kind of demand drivers are factored into the model considering where police should be allocated?

These are many and varied and include calls for police assistance, reported crime, travel times, road trauma and the prevalence of special events, just to name a few.

Many of these drivers are directly linked to population growth.

number of police required to keep police stations open. This principle applies to both metro and regional police stations.

So, to go back to the original question posed at the beginning of this article: where will the 2,729 extra police being recruited over the next four years be allocated?

We know that, in the first instance, the priority over the next two years will be to allocate a little more than 400 positions to deal with the ever-growing family violence burden facing policing.

As agreed by both the Association and Victoria Police, a significant proportion of this number will be dedicated to backfilling stations and work units who have already lost many positions to staff Family Violence Units, while a further 219 positions will be allocated to backfill stations whose members are on parental leave.

In relation to the approximate 2,000 members still to be allocated, The Police Association is convinced about where they largely haven’t — and that’s at general duties police stations.

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Crims in the grass
By Keith Moor

The true story of Robert Trimbole, Mr Asia and the disappearance of Donald Mackay. Robert Trimbole: race-fixer, drug boss, mafia powerbroker, murder contractor, arms dealer. In the 1970s, Trimbole and the Calabrian mafia ruled Australia’s marijuana trade from their castles in Griffith, NSW – dream homes built with drug money. The business expanded to heroin when Trimbole joined Terry Clark and the notorious Mr Asia syndicate, and then to murder when anti-drugs campaigner Donald Mackay blew the whistle.

Walkley Award–winning journalist Keith Moor learned the truth about Mackay’s disappearance from those involved, recording candid interviews in the late 1980s with the hit man, his contact and the infamous supergrass Gianfranco Tizzoni, as well as a top cop. His classic account now includes excerpts from the unpublished memoir of Mackay’s widow and a dossier on the involvement of controversial federal minister Al Grassby.

Moor asks why ‘Aussie Bob’ Trimbole was allowed to flee the country and was never brought back to face his crimes. He also questions how Trimbole’s Griffith mafia bosses – Australia’s true godfathers – are today able to maintain their links with the global drug trade as they continue to enjoy the view from their grass castles.

Fatal Mistake
By Karen M. Davis

Detective Lexie Rogers is tough, smart and at the top of her game. She’s seen it all, from bikies, blood and betrayal to drugs, deviants and deception ... and the violent knife attack that almost killed her as a young cop on the beat.

Lexie’s sent on the job of a lifetime – to go deep undercover, as beautiful Lara Wild, a drug distributor, to expose a huge dealing ring among Sydney’s most treacherous criminals. What she discovers is that being undercover is the safest place to be, especially when you’re a cop with a target on your head, but one false move means she’ll die. And creeping from the shadows is the darkness of her past, something she can never outrun.

Lexie knows she can’t trust anyone – but the trouble is, she’s not even sure if she can trust herself.

Praise for Karen Davis

‘Gripping and gritty’
– Daily Telegraph

‘Twists and turns galore ... Davis’s real-life cop experience leaps off the page.’
– Katherine Howell, author of Silent Fear

‘Crisp, fast-paced crime.’
– The West Australian

Win a copy of this book
For your chance to win a copy of Fatal Mistake, simply email journal@tpav.org.au and answer the following question:
Before becoming an author, Karen Davis served as a police officer in which Australian jurisdiction?
The relationship between Mantra Hotels and TPAV members was struck last year, but few will be aware of the origins behind the partnership, which go to the very heart of what we stand for and what binds our membership.

In February last year, Constable Simon Carter was tragically killed while riding his motorbike off-duty at the Black Spur in Yarra Ranges. Constable Carter, who was based at Moonee Ponds, was two days shy of marking one year as a member of Victoria Police.

The 36-year-old, originally from New Zealand, came to Australia to pursue a career in the hotel industry where he met his wife, Jade, now the Director of Sales at Mantra Group.

“He always wanted to join the police force and had applied in New Zealand before he moved to Australia but when the call came he was already moving up in the hotel industry so he continued to pursue his hospitality career. Just after we got engaged he mentioned he still wanted to join so shortly after we got married, he started college at Glen Waverley,” she said.

Policing ran in the family and had been Simon’s long held dream, which was finally realised when he graduated from the police academy in October 2015, following in the footsteps of his father and sister, who are both current serving police members in New Zealand.

Jade says the support she received from The Police Association after her husband’s death and to this day, would never be forgotten.

“The help I received in navigating life at such a difficult time from The Police Association and from Legacy was extraordinary. Even to this point, I still get regular calls asking how I am and seeing if I need any help with anything,” she said.

The relationship between Mantra and TPAV was borne from Jade wanting to give something back, to benefit the families of TPAV members in a way that she could through her work.

“In partnership with TPAV, I set up the discount offer in August last year for serving members. I knew it was a great deal but I had no idea how widely it would be taken up. To date, 625 holidays have been booked by TPAV members and over 1500 nights have been stayed across our Breakfree, Mantra and Peppers hotels and resorts in 12 months,” Jade said.

The exclusive 20 percent Mantra discount offer for TPAV members applies to most Mantra Hotels located around Australia and in New Zealand and has now been extended until at least December 2018.

The discount is not applicable to some sale rates and properties and can only be booked online. See the full-page advertisement detailing this exclusive and attractive offer for TPAV members on the next page of this edition of the Journal.

“The help I received in navigating life at such a difficult time from The Police Association and from Legacy was extraordinary, even to this point, I still get regular calls asking how I am and seeing if I need any help with anything.” – Jade Carter

In Simon’s honour: TPAV/Mantra partnership borne out of mutual respect
The Police Association Victoria has partnered with Mantra Group to offer a 20 percent discount to TPAV members who stay in one of Mantra Group's 125+ hotels or resorts across Australia, NZ and Indonesia.

How can members take advantage of this exclusive offer?

1. Go to our TPAV App or website – tpav.org.au – then click on the Mantra Group link. This will take you to the relevant landing page.
2. From our landing page, click on the link to the Mantra Group's website.
3. Book online and enter the special promotional code (as set out in our member-only landing webpage) and your 20 percent will automatically be applied.

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TERMS & CONDITIONS: This special offer is available for Owner Occupied Home Loan Refinance applications (from other financial institutions) only, received from 1 August 2017 to 30 September 2017 and settled by 31 December 2017. Minimum loan amount $150,000. Eligible members who refinance their loan to BankVic during the campaign period will receive $1,000 cash back (voted into their BankVic loan account and establishment fee waived). The cash back bonus is not applicable on existing BankVic home loans for top ups or switching loan products. This offer is limited to the first 100 eligible members. An introductory 2 year variable home loan rate applies. Upon expiry of the introductory 2 year rate, the interest rate will revert to the standard variable rate. Upon expiry of the introductory 2 year rate, the interest rate will revert to the standard variable rate. Interest rates are subject to change and may not include all fees and charges. Internet terms and conditions apply. Fees and charges apply. Information on our terms and conditions, interest rates and fees and charges are available upon request. Police Financial Services Limited ABN 53 097 481 461 AFSL and Australian Credit Licence 460905 trading as BankVic, T 13 63 73 W bankvic.com.au 7.17 6475b - bv
Police Association pushes reforms to the Youth Justice system

The Police Association has welcomed a government commitment to act upon many of the 126 recommendations made following a recent review of the Youth Justice System, in which the Association raised numerous issues of concern.

The review was launched after a series of riots within youth justice facilities at Parkville and Malmsbury. These riots required substantial police resourcing in the intervention and management of the incidents, and without change would continue to do so in the future.

Police Association Secretary Wayne Gatt told the cross-party committee in May: “[Our members] are frustrated. They are currently working in a very underresourced policing environment, and the additional workload and the impact, the quite significant attribution of police time in these local areas is having are significant to those policing areas.”

“There is a significant amount of police resources that are diverted away from emergency responses more broadly in the community to focus on these events as they arise.”

“Our members are saying to us that these centres presently do not have the infrastructure, they do not have adequate levels of security and they do not have the experience to appropriately manage situations in the early stages – at the flickering light stage before it becomes a bushfire – and it is that intervention that is very frustrating for police officers.”

“Local police are saying that they are noticing that staff in these facilities are saying to the police ‘We’re inadequately trained to deal with this conflict that now erupts in these security centres. We are caseworkers, social workers. That’s our job.’

“The government has heeded that advice, pledging to introduce a new custodial operating model to better manage young people in custody, along with better training to youth justice centre staff.”

The number of staff within the Safety and Emergency Response Team (SERT) within youth correctional facilities will also be boosted by 21 to respond more adequately to future incidents.

Youth Justice Centre staff will now also have access to capsicum spray, batons and restraint belts.

In his submission to the Standing Committee, Wayne relayed information passed on to him by a member concerning the inadequacy of current equipment available to centre staff to protect themselves and other young inmates in the event of an outbreak of violence.

“(As this member said to me), ‘Giving people Rosebank stackhats and sending them in to watch an offender wreak havoc in a cell is not an effective emergency response.’ Those people need to be properly trained. They need to have the appropriate equipment. They do not have access to restraint. They do not have access to batons.”

Another focus of the Association’s submission concerned proactive methods of intervention to stop young people engaging in crime, and to reduce recidivism.

On that issue, Wayne said: “We say the point they start offending, if not recognising what the root causes of pre-offending are, is the place where we should be investing as a community into diversion.”

“We would like to see the same amount of time that we currently spend responding to incidents at Malmsbury and Parkville reallocated into time spent working with people in the community to divert them to support.”

As a result of the report’s findings, a new risk and needs assessment system will be introduced within the youth justice system to reduce the risk of reoffending.

“‘As one member said to me, ‘Giving people Rosebank stackhats and sending them in to watch an offender wreak havoc in a cell is not an effective emergency response’’” – Wayne Gatt

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Dealing with criminal minds –
The need to keep police prosecutors

Members join Victoria Police to help fight for justice in the community. Those who go on to become police prosecutors play an integral role in delivering it.

From the street to the courtroom, police prosecutors have, by virtue of their experience in the operational side of policing and the expertise they’ve gained in the legal system, a grasp of the criminal process that can’t be replicated.

There is, though, a fear among current Victoria Police prosecutors that their role could be diluted by increasing reliance on and potential expansion of the role of civil advocates within the prosecutions division, due to both staffing and financial constraints within Victoria Police.

That sentiment was expressed during a recent TPAV survey of police prosecutors into the role of civil advocates.

Almost 33 per cent of police prosecutors said they were concerned with civil advocates ‘creeping’ into their role, and fear that police prosecutors will be ‘phased out’ by Victoria Police in the future.

Nearly 90 per cent were against civil advocates prosecuting all criminal, summary and civil matters within the Magistrates Court jurisdiction.

Almost 65 per cent believe that any or all criminal proceedings should not be performed by civil advocates.

Just over 90 per cent of police prosecutors surveyed stated they currently work either paid or unpaid overtime to manage their case load.

A snapshot of the survey results of 130 Victoria Police prosecutors found:

33% - 33 per cent of police prosecutors said they were concerned with civil advocates “creeping” into their role, and fear that police prosecutors will be “phased out” by Victoria Police in the future.

60% - Approximately 60 per cent believe there is scope for expanding the role of police prosecutors, with 34 per cent believing there exists potential for police prosecutors to operate in the higher courts.

90% - Nearly 90 per cent were against civil advocates prosecuting all criminal, summary and civil matters within the Magistrates Court jurisdiction.

65% - Almost 65 per cent believe that any or all criminal proceedings should not be performed by civil advocates.

70% - While almost 70 per cent of respondents generally supported civil advocates, members say that they should not have any function within the therapeutic courts, like ARC and the Koori Court.

Almost all of the 130 respondents to the survey mentioned previous operations experience as invaluable when dealing with criminal matters, with some adding that intimate knowledge of police procedures helped to foster increased understanding, trust and bonds with the informant in criminal matters.

Sergeant Les Oroszvary, a veteran prosecutor of more than 20 years in Shepparton, agreed that police prosecuting on behalf of police was advantageous to the delivery of justice.

“We all wear the same uniform, we all empathise with the members and we do try to get the best outcomes, because there’s no distinction between us, we’re all the same. Police prosecutors are integral to the success of police prosecutions,” he said.

Victoria Legal Aid (VLA) managing director Bevan Warner agreed, saying police prosecutors were best equipped to make important evidence-based decisions in criminal cases.

“Many legal issues are complex and require the experience and professionalism of police prosecutors, working alongside legal aid lawyers and magistrates,” Mr Warner said.

“By preferring charges that are consistent with the evidence and by agreeing to diversion where appropriate, police prosecutors play a vital role in individualising sanctions and supports to help people get their lives back on track.”

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“We’d like to see the whole system, end to end, funded properly. Working together with well-resourced Police Prosecutors, we can deliver better justice, every day.”

– Bevan Warner, Managing Director, Victorian Legal Aid

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They give sworn members more capacity to prosecute in the criminal jurisdiction. However, there was a caveat by many to that support. There was an expressed belief by surveyed members that the spectre of an increase in civil advocate numbers would lead to an expansion of their role, one that would impinge on the role of police prosecutors.

Some respondents conveyed a sense of foreboding: “Police prosecutors are highly trained, highly competent advocates who are committed to the highest ideals of assisting the delivery of justice to the Victorian community. Recently graduated lawyers, while cheaper to employ, will be torn to pieces by strong defence lawyers – denying victims and our community a real chance of justice and costing the state significant amounts of failed prosecutions.”

There are no benefits to the court or community. The only benefit is to the organisation in relation to cost as they are paid less than sworn prosecutors.”

One veteran police prosecutor added, “I see (civil advocates) as a disadvantage to me personally. I am not sure where all this is heading and I am concerned about the long term impacts it will have on my career. I see that in the future I will have to be reintegrated back into operational policing. It will fall to me to think otherwise when the CAU staff numbers are growing whilst Police Prosecutor numbers are declining.”

“I can appreciate the role played by civil advocates but expanding their duties to include prosecuting criminal matters undermines the role played by police members in prosecution.”

Other respondents championed the expansion of the role of Police Prosecutors to act in higher jurisdictions.

“There are no benefits to the court or community. The only benefit is to the organisation in relation to cost as they are paid less than sworn prosecutors.”

“Police prosecutors are now fully qualified lawyer. We should expand the prosecutor role to allow prosecutions in higher courts, utilising these very well qualified people.”

VLAs Mr Warner said more system-wide funding was required to help ease the increasing strain placed on all aspects of the criminal justice system. “Everyone working for justice in the Court, including Police Prosecutors are under increasing pressure. The downstream impacts of an increased focus on community safety, frontline policing and family violence initiatives have led to unsustainable high levels of demand on this part of the system,” he said.

“We'd like to see the whole system, end to end, funded properly. Working together with well-resourced Police Prosecutors, we can deliver better justice, every day.” – Sergeant Les Oroszvary, Greater Shepparton Prosecutions

TPAV members can $ave with Oakley and Peter Jackson

Police Association members can now access an even wider range of discounted benefits and services – just for being an Association member.

We’re pleased to report that popular sunglasses and apparel brand, Oakley has joined Peter Jackson menswear group as the latest to jump on board to partner with the Police Association for the benefit of all member.

The Oakley brand is synonymous with eyewear and is offering Police Association members an exclusive 15 percent discount off all purchases from their ‘O’ Stores and off full priced eyewear from their ‘Vault Stores’. Simply present this offer on your TPAV app at point of purchase.

Members can receive 20% off any full-priced merchandise and 10% off sale items at any Peter Jackson store. Make sure to present this offer on your TPAV app at point of purchase.

Get an exclusive 15% off all purchase when you present your Oakley offer on your TPAV app instore.

This offer applies to all apparel/accessories in “O STORES” and for full priced eyewear in “Vault Stores”.
Bernie Rankin calls time

I have submitted my notice of retirement to Victoria Police effective 1 August 2017. I also give notice of my resignation to The Police Association Victoria (TPAV) effective the same date.

Prior to leaving, I would like to express my sincere thanks to TPAV for their support and representation during the 43 years of my service and membership. While the importance of TPAV dawned on me as a young member when I was one of about 70% of our membership who gathered at Football Hall in 1975 at the crisis meeting called after the findings of the Beach Enquiry were handed down. That was easily the most emotional association meeting I ever attended. The attack on the integrity of a Police officer in my view (from memory) was a direct assault on our profession and those who choose to join our numbers.

I feel privileged to have been a member of Victoria Police and TPA for the past 43 years. The quality people I have worked with in the many and varied work locations I have served at have never cease to amaze me with their commitment, values, resilience and courage. And at times their humour.

I would particularly like to thank TPAV and on a personal level for their support during the armed offender’s squad – OPM process (if you could call that in 2008-09) and the excellent legal support we provided during that dreadfully stressful part of my career, and in particular acknowledge then Secretary Paul Mullett and current Assistant Bruce McKenzie. Ditto during the police shootings enquiry. It’s times like that when one truly understands the camaraderie, moral and financial support TPA provides. I would say to any person joining Victoria Police – one of your primary decisions should be to sign up with TPA. It is a first rate insurance policy. I know first hand of a number of members who did not join or left the Association for some reason another and the down the track had to fund their own defence.

As a former executive member of TPA (albeit briefly), I am very aware of the time commitment each member of your executive and administration gives to the service of our members. It is at times a thankless task to serve on TPA, and it would be remiss of me not to acknowledge this aspect of your work.

I would like to thank TPA and all staff over the years for their tireless work and in giving me the opportunity to serve as an OHS rep for several years to advance the issues of members’ rights relative to workplace safety. Sadly workplace bullying is alive and well and when Victoria police make a genuine effort in recognizing members health is compromised equally in a house rather than just demons that arise from day-to-day policing issues.

I would like to also thank the many members along the way that taught me a thing or two or just made me look up and smile. Policing must be remembered that whilst we are guided with laws and limitations and things are black and white, police must learn to approach with the shade of grey in between. Think on your feet and don’t be afraid to “look outside the box.”

Engage with us! Email journal@tpav.org.au

The Police Association Victoria journal
Name the song title and artist belonging to each set of lyrics:

01. Only one thing can set you free; Is all my love
02. And doesn’t that sound familiar? Doesn’t that sound too close to home?
03. Heathcliffe, it’s me, I’m Cathy, I’m so cold…
04. You can’t bribe the door on the way to the sky
05. We’re not gonna sit in silence, we’re not gonna live with fear
06. Because I’m easy come, easy go: Little high, little low
07. Under a blood red sky; a crowd has gathered in black and white
08. I will kiss you in four places; As I go running along your street
09. This is how we do it down in Puerto Rico; I just wanna hear you screaming “Ay Bendito!”
10. Welcome to a new kind of tension all across the alien nation
11. There are many things that I would like to say to you but I don’t know how
12. In this world we’re just beginning; To understand the miracle of living
13. And tell me if it’s still raining there in England; And tell me what you did last night
14. Sing me songs of no denying; Seems to be too many trying: Waiting for the next big thing
15. Well there is magic all around you, if I do say so myself…
16. Stoppered into a church I passed along the way; Well I got down on my knees and pretended to pray

Waxing Lyrical
Name the song title and artist belonging to each set of lyrics:


Where’s that?
Name the Australian state or territory where the following suburbs or towns are located:

01. Punchbowl
02. Glenorchy
03. Caboolture
04. Sturt
05. Palmerston
06. Belconnen
07. Queanbeyan
08. Rockingham
09. Woods Point
10. Bargara

Where’s that?
Name the sport in which its elite high-achievers receive the following silverware or medals:

01. Stanley Cup
02. Dally M Medal
03. Bledisloe Cup
04. Johnny Warren medal
05. Daphne Akhurst Memorial Cup
06. Coleman medal
07. Larry O’Brien Trophy
08. Belinda Clark Award
09. Frank Warren Trophy
10. Andrew Gaze trophy

Eye on the prize
Name the sport in which its elite high-achievers receive the following silverware or medals:


Waxing Lyrical:

Where’s that:

For your chance to win a double pass to see the new movie Flatliners, simply email the correct answers to journal@tpav.org.au

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Funerals are too important to leave to just anyone. That is why The Police Association Victoria has partnered with Tobin Brothers Funerals, a household trusted name that has been caring for client families for over 80 years, to offer members service, advice and special rates when planning a funeral for yourself or your loved one.

Members of The Police Association Victoria, and their immediate family* will receive a special allowance off the Tobin Brothers Service Fee and coffin or casket costs.

*Immediate family is classified as a parent, spouse, de facto, or dependant child of The Police Association Victoria.

When it comes to planning a funeral, people often focus on the practical details, such as when and where the funeral will be held. Whilst these details are essential, many people are also choosing to emphasise the celebratory aspects of a funeral, such as the style of the service and those special touches that reflect the life of the person who has died.

Perhaps the best time to arrange a funeral is before it is needed, without the emotion and stress that often accompanies a death.

Tobin Brothers Funerals can help you plan a funeral that truly celebrates your life, or the life of your loved one.

Contact our Funeral Advice Line on 9373 7000 and quote TPAV FPFP.

The Police Association members should quote their current membership number when discussing arrangements with the funeral planner. This offer applies to financial members only.