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Magazine Cover

When AFPA family member Garrett Mengelkamp (3) needed an ear in order to continue a happy and confident life, AFPA was quick to help him and his family out on their conquest.

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Stamping bullying out



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Facial Recognition Technology

Coming soon to a police department near you



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AFPA helps little legend get his new ear
Help is at hand



President
Angela Smith

PRESIDENT'S REPORT

Angela Smith, President

Meaningful visit to the Solomon Islands

This year has already proven to be extraordinarily busy for everyone here at the AFPA. There have been quite a few milestones hit as well as issues that remain active.

▶ Mental wellbeing of members is still one of my biggest priorities in my role as president. In the lead up to the federal election, we canvassed our membership and sat down with our executive board to determine where the priorities should lie for the AFPA heading to the election. The biggest ticket item is mental wellbeing. And with that we set out to create a platform to take to politicians of all flavours. We were able to obtain a commitment from Federal Labor to fund a mental health program through the AFPA for members. The coalition was trickier to secure meetings with politicians due to remaining in their electorates in the lead up to the election and campaigning locally to ensure a win with their constituents, and quite rightly. Hence, we could not obtain a commitment from the Federal Liberal Party. Now that the Coalition has been returned, we are finally getting some traction for a program but it's not quite in the bag. We will continue to talk to Federal politicians, who only spend a few weeks in Canberra each year, so it's quite a challenge for us. We do travel to meet politicians in their electorates but as you can imagine getting a slot with a federal politician isn't the easiest of tasks. We also continue to talk to the AFP about the best way forward. Meanwhile, all of us here at the AFPA will continue to offer welfare advice and provide an ear for members during tough times, be that professionally or personally, and we will never shy away from that.

Commissioner Andrew Colvin announced in July, after five years in the top job, that he will not seek a second term. After 30 years in the AFP his last day will be on 18 September. We wish him the

very best for his next phase in life. The commissioner's role is not an easy one; it's 24/7 with very little glory while being pulled in all directions, as the recent media search warrants episodes have shown. And as the commissioner you need an answer, not just any answer, to every question posed. Importantly you need good trustworthy lieutenants who can help steer the way with you. As well we live in interesting and testing times where your every comment in the social and mainstream media spaces are questioned, analysed, pulled apart and put back together, and not always in the order you would like. Who on earth would put their hand up for that? Oh wait. We have a candidate. Reece Kershaw. The NT Police and Fire Services Commissioner. He is coming back to the fold after a few years away running a very different police force to the AFP. I reached out to Mr Kershaw immediately after the announcement by Minister Dutton. I hope we will have a fruitful relationship and can get things done for the betterment of AFPA members and the AFP more broadly. Mr Kershaw comes to the job at very interesting time when there is a great deal of focus on the AFP, not only in relation to the much talked about media search warrants but also when the AFP is coming under extraordinary scrutiny for its mental health programs, its culture and its role within the Home Affairs portfolio.

Earlier this year I had the good fortune of visiting AFPA members in the Solomon Islands. Vince Pannell and his wife Anna Knight very generously opened their house to me, so no cost to the members, which is always a bonus for us. I spent most days



The Guadalcanal American Memorial is a World War II monument on Guadalcanal in Solomon Islands. Dedicated in August 7, 1992, it was established as a tribute to the Americans and their allies who lost their lives during the Guadalcanal Campaign from 7 August 1942 to 9 February 1943 (words from Wikipedia).

ensconced at Rove, which is where many of the AFP members work and is where I caught up with many AFPA members. It was heartening to hear that our members are very satisfied with the current management of the SI mission. I also had a meeting with RSIP Commissioner, Matt Varley, who many of you know from the AFP. Plus, I visited the US memorial where our very own Dave Holland gave me a rundown on the fascinating WWII history of the Solomon Islands, particularly the main island of Guadalcanal, on which Honiara sits. For war history buffs, the campaigns on and around the Solomon Islands were extraordinary and little known, especially for those of us who grew up on a slew of war movies based on the European Theatre of Operation and no idea of what occurred just a short flight from our doorstep. Some of the photos I took (and shown here) will bring back memories for members who first deployed under RAMSI in 2003. It's a different mission these days. ◀



Top: Looking from the US Memorial towards Honiara with Iron Bottom Sound in the background, where many sea battles took place
 Bottom left: Entry to Rove Headquarters
 Bottom right: Front of Rove Headquarters

LEGAL AND INDUSTRIAL

Michael Chilcott, Counsel

Michael Chilcott,
AFPA Counsel

“[The AFP] could have adopted a more proactive and supportive approach to achieving the co-location of these [employees]. In an organisation the size of the AFP, I do not accept that was an impossible or unreasonable task. There appears to be have been a rigidity, and a lack of understanding and compassion ... there appears to have been something approaching a stubbornness not to appoint ... [the employee] ... to any of the positions for which ... [the employee] ... applied, or expressed interest, or might otherwise have been suitable. These matters do not reflect well on the AFP as an employer. Perhaps there were aspects ... which led to some unconscious bias within the AFP – that is one possible explanation. Perhaps the dogged nature of ... [the employee’s] ... general complaints and the way ... [the employee] ... agitated for different positions was irritating for those in a position to make decisions about placement. Perhaps ... [the employee] ... was not as compliant as an AFP officer is expected to be. There is an insufficient evidentiary basis for any of these matters to be found as facts...”

▶ These were the words from a recent decision of the Federal Court of Australia. These words led to a reflection about the complications of a modern workplace that are caused by its requirements that may bring it into conflict with the demands of the complexities of modern life.

These competing demands are probably faced by every employee and every workplace, large and small, private and public. The personal demands are many and varied – including family, health of self and family, psychological health, the care of elderly parents, further education, contribution to community service and many more.

The way an employer manages those competing demands can have a powerful impact on its culture and the morale of its employee – its people.

The demands of a police force are complicated by its traditional approach to the management of its people. Over the last 25 years, the AFP has grown enormously in size and diversity to meet the expectations on it. It has worked hard to understand the personal pressures on its people.

It has recognised this by acknowledging the need for flexible work practices and to better understand matters like the management of mental health, the value of maternity and paternity leave, promoting gender equity, valuing cultural diversity and the role of indigenous employees.

This is reflected in the seemingly ever- increasing number of guidelines and practical guidelines that are issued or revised.

Over these 25 years or so, the AFP has also been responding to changing social and cultural mores – these include , in no order of importance, a more widespread acceptance of tattoos and body piercings, changing community attitudes to drug use, the impact of generational change, the rise of social media, the recognition of the insidious impact of domestic violence and the recognition and acceptance of same sex relationships and marriages.

The judge’s comments were the result of her observations of the evidence that was put before her during highly contested litigation. Even though she noted that she did not have sufficient evidence to make findings that were more detailed, her general comments were those of a person hearing about a particular personnel management issue and listening carefully to the evidence of the witnesses from an objective standpoint. She did not seem to have much experience or knowledge of the management practices of the AFP. She came to the case, if you like, uncluttered by such experience or knowledge.

In her comments, she reflects on the perception and the attitude that the employee’s managers may have formed as a result of their view of the difficulties they felt that the employee was causing. The judge referred to the “dogged nature” of the employee’s general complaints and the way the employee “agitated” for different positions (roles). She might have added that the managers in question believed at all times that they were treating the employee equitably with employees in similar circumstances. It should be added that the judge stated in the judgement that other managers displayed empathy and understanding in their communications with the employee. However, the more critical observations seemed to indicate that the AFP could have done more for the employee and, it is inferred, for employees in similar circumstances. It is noted again that the judge could not make definitive findings without more evidence.

It seems that she is acknowledging that those close to the decision-making process can lose perspective and in doing so may not demonstrate appropriate compassion or understanding of the impact a workplace decision on an employee's personal circumstances.

However, the comments by the judge reflect many personnel decisions that are made and which are brought to the attention of your Association.

We work hard, with as much tenacity that is appropriate, to try to make sure that the decision makers and, as necessary, senior AFP executives are aware of the full ramifications on employees of the decisions that are made. Sometimes our entreaties are heard resulting in the reversal of decisions or the amelioration of the some of the harsher aspects of decisions.

It is accepted that not all AFP decision makers will agree with all of our representations on behalf of our members. It is frustrating when it is felt that the representations are not receiving genuine consideration.

Our request is simple. It is that our representations receive full and mature consideration and that if they are rejected, their rejection is explained. A simple no, without more, is disrespectful and unhelpful. Understanding the reasons for the rejection of a submission is critical to respecting the decision.

The AFP is different to many workplaces because as a policing organisation it often relies on command and control to manage its employees. It has done so not just in policing operational settings, where the need is understood, but in less critical circumstances.

I personally remember being present over 20 years ago when a senior officer gave two constables an assessment of their performance in direct and robust terms. I have often wondered about the real impact on them of the language, the tone and the volume that was used to deliver the assessment and whether the lesson it contained was ever fully understood or appreciated. I suspect that the constables left the office with a negative view of the senior officer and the way he berated them and took nothing from it.

Yet that incident was a product of its time and of the prevailing culture of the AFP. I never again witnessed such an example of personnel management although I have been told of similar, more recent but less dramatic examples. I doubt that this approach to management forms a regular part of the AFP's approach to the management of staff today. However, my example stems from the command and control culture of the AFP.

As observed earlier, command and control still have their place in the management of AFP employees. However, a more sophisticated approach is required in the management of employees. Command and control and a management method needs to be used when circumstances require it. It is unnecessarily exercised, in my view, in day to day management just because the hierarchical structure permits it.

In settings outside the exigencies of operational imperatives, it is far more effective if the employees are brought into the decision-making process by their views being sought and the reasons for decisions being explained. There is no point in managers saying that diversity, whether, for example, cultural or gender, is valued

if the different perspectives that such diversity brings are not accessed, understood or considered.

Some examples:

In recent years, there has been a tendency for AFP managers to ignore or disregard a person's career aspirations. In one example, a position was abolished because a decision was made not to undertake a function in a particular location. The affected person was told that there was a role at the appropriate level with a very different set of responsibilities and that it was believed that the person was able to undertake those duties because they had done so 15 years ago. However, despite this, the person was invited to submit a list of positions that might interest them. Within 48 hours of the list being submitted, the suggestions were rejected and the original offer was renewed. The fact that the person's career aspirations had matured, that they had worked in the now abolished role for 15 years, that they had gained qualifications to improve their ability to perform the role and they had been recently officially commended for the work that had been done in the soon to be abolished role bore no weight. Reluctantly, that person took up the new role. However, one would not be surprised if that person's attitude and work ethic had been significantly and negatively affected. One might ask, adopting the words of the Federal Court judge which are cited above, whether the AFP tried very hard.

Many readers will be familiar that transfers from ACT Policing to roles in Outcome 1 are difficult to secure even when employees have been successfully recommended for such roles. This situation is a source of intense frustration for many who feel that their careers are being unnecessarily and unfairly impeded by these decisions. Many examples exist of people waiting for over 12 months before being transferred. In some cases, those looking to transfer have been diagnosed with PTSD and have been certified as unfit to work in ACT Policing. (Not every diagnosis is accepted by Comcare as being work related. That decision by Comcare does not change the diagnosis.) Again, the reader might be left wondering whether the AFP has tried hard to address these issues.

The final example comes from those situations where an employee is in a relationship with another AFP employee. The AFP's record of co-locating such people is generally good but not always consistent.

The case from which the comments by the judge was drawn resulted in a decision for the AFP. However, her comments that were reproduced at the beginning of this article should be considered with care. It will be easy for the AFP to dismiss them. The judge herself said that she was unable to make other than generalised comments from the evidence that was before her.

No manager and no organisation want to read comments critical of the decisions made in its name or about its employees.

Listen, consider and explain: this is easy to do. When it is done it will usually mean the decision is respected, it acknowledges the AFP's values, it promotes a positive organisational culture and can enhance the respect or the authority of the manager. ◀

1 Richens v Commonwealth of Australia (as represented by the Commissioner of Australian Federal Police) (No. 2) [2019] FCA 1224 at paragraph 216



OzHelp FOUNDATION

Darren Black, CEO OzHelp Foundation

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Regular items

Value placed on workplace health

At OzHelp we consider that a focus on employee mental health and well-being is an essential component in the leadership of any workforce so it pleased me no end to have Angela Smith (President AFPA) and a small team of AFPA delegates attend OzHelp’s National Workplace Wellness Forum last month.

► Our event highlighted the strong correlation between mental health and physical health and safety, and much of the forums content was around best practice as we look to the future of workplace mental health in Australia.

Much of the literature and indeed the training available today on mental health and suicide prevention focuses on the statistics, the signs and symptoms of depression and anxiety and the causal factors. Whilst it is important to be able to recognise risk factors for poor mental health in yourself and in colleagues, what we believe is equally important is to know what keeps you well.

As a Supervisor, support worker or friend, being able to ask the question “What keeps you well?” when you know someone is struggling can be the critical question to change the frame of reference from problem to solution.

Have a think about it – when you are focused on the problem (it could be relationship, financial or workplace trauma), it is very hard to think clearly about how to move yourself forward positively but reframing to – ‘Yes I am struggling with a particular issue as the moment, but these are the things that I must do to keep me healthy’, provides a positive frame of reference for moving forward.

At OzHelp we encourage people to think about wellbeing through 5 important wellness domains:

- **Sleep** – If you are getting enough sleep each night (7-8 hours is a good guide), then life is typically easier for most people;
- **Diet and Nutrition** – ‘You are what you eat’. Good healthy nutritious food provides healthy fuel for our minds and bodies;
- **Exercise and Activity** – Humans are made to move, not be sedentary. What exercise do you do each day that keeps you

active and that you enjoy (minimum 30 minutes exercise is suggested each day);

- **Social Connections** – Humans are social creatures. How are your relationships with the people you care about and how often do you spend time with people who give you positive energy?
- **Mood** – How is your mood? What influences it positively? Interestingly it is important to remember the simple things like sunshine, particularly during winter. Try to get outside during daylight hours and soak up some sunshine.

So when you find yourself struggling with the daily challenges of life – whether they be workplace related, family or personal health remember the simple things that keep you well. You may be pleasantly surprised at how quickly a return to your healthy habits will make a difference to your mental and physical health. ◀

The OzHelp Foundation is a leading provider of mental health and wellbeing programs to workers in high-risk and hard to reach industries. OzHelp is recognised by the Federal Government and other state and territory governments for its expertise in mental health and suicide prevention and is currently funded under the National Suicide Prevention Leadership and Support Program.



For anyone who requires urgent advice or support, please contact the following National 24/7 Crisis Services
Lifeline 13 11 14 lifeline.org.au
MensLine Australia 1300 78 99 78 mensline.org.au

Valedictory

By Supt Corey Heldon (ACT Policing)

Detective Leading Senior Constable Catherine Julie Boyce was enormously well liked by her AFP family and she will be sorely missed by everyone who had the opportunity to work with her.

▶ Detective Leading Senior Constable Catherine Julie Boyce (AFP 10630) was born in Subiaco, Perth, in 1965.

Cath joined the AFP in April 2000, and after the AFP College she went to Melbourne Office in Response and to Melbourne Airport.

In 2002 she transferred to ACT Policing and worked in Response at Belconnen station. In 2006 Cath relocated to SACAT (the adult sexual assault team) in ACT Crime, where she obtained her detective's designation. And in 2011 she moved to the Coroner's Team and then in 2014 to the Collision Investigation and Reconstruction Team, where she remained until she passed away. In addition to her regular duties, Cath was also a Police Negotiator and was trained in Disaster Victim Identification.

Recently Cath undertook training to be a welfare officer and was studying theology at the tertiary level with the intent of becoming a police chaplain.

During her career with the AFP, Cath was awarded the following medals:

- AFP Operations Medal (Arew)
- ACT Community Policing Medal
- AFP Service Medal (10 years)
- Commissioner's Commendation for Conspicuous Conduct
- ACT Emergency Medal
- National Police Service Medal (15 years)
- National Medal (15 years)

I was fortunate to meet Cath when I arrived in Traffic and Emergency Management and Planning in April 2017. I quickly realised what an amazing, close knit group of people they were, particularly in the Crash team. Cath was an integral part of that team, senior in rank and experience, a pragmatist, and always willing to offer

advice and support to everyone around her. In conversations I had with her it became clear to me that her life was centred on three things – family, friends and faith. She always spoke with fondness of her family; she was clearly respected and adored by her colleagues and friends, and tying it all together was her faith.

When you look at the places she worked in her career with the AFP, she often took the road less travelled – taking on the jobs that were not for the faint hearted: SACAT, coroners and crash team. DVI and negotiators were not easy either, and it is a measure of her commitment to policing and her professionalism that she was able to undertake these roles with expertise and empathy, and always with a smile and a positive attitude.

Cath was enormously well liked by her AFP family and she will be sorely missed by everyone who had the opportunity to work with her. When I was thinking of Cath in the last few days before her funeral, I was reminded of a quote from the American poet Maya Angelou, who said:

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Being around Cath made people feel good and we will miss her keenly for it. Thank you. ◀



Detective Leading Senior Constable Catherine Julie Boyce



How to save with your credit card.

When you're looking for a credit card, navigating which credit card to apply for can be a difficult exercise if you're not sure of exactly what you're looking for and the benefits that come along with it.



Higher interest rates but low fees, high fees but low interest rates, not to mention the way in which balance transfers work and interest free periods can make decision making that much harder. But there are three main considerations that will help you get the most of your money.

Firstly, there are stigmas surrounding credit cards which lead people to believe that credit cards can't help you save, but that's not necessarily true. If you currently have a credit card, one way to pay off your debt faster and save on paying excessive interest is to transfer your balance to a low rate credit card. A balance transfer is where you are provided credit by a new lender to pay off an outstanding amount which you owe to another lender. And if you transfer onto a card with no interest for the first 12 months on the amount transferred, every cent that you pay off will be going directly to paying off your debt.

Secondly, transferring to a different credit card lender with a lower ongoing interest rate means that it's cheaper for you to borrow when you need it most - unexpected bills, booking holidays, and just having comfort in the knowledge that you've got access to funds in your credit card if and when you need it.

Lastly, fees and charges are the hidden account cleaners that can often cost you more than the interest you pay. Like water to a sieve, excessive annual fees can sometimes be more or equal to what you're paying in interest over a year, so it's important that you find a credit card fee that encourages you to pay off what you've spent sooner.

If you'd like to talk to someone about your credit card options, contact Police Bank on 131 728 or visit www.policebank.com.au for more information.

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Is **Bullying** destroying your workplace, and your career?

The general consensus is that bullying takes place either in the schoolyard or on social media, and when you are free of school and enter the big wide world, you leave the ugly beast of bullying behind forever. Sadly, this is not so...

▶ When meeting Jessica Hickman, there is no immediate evidence that this confident, empowering young individual suffers post-traumatic stress syndrome and anxiety. She is the founder of Bullyology, a program comprised of workshops, keynote speaking and podcasts, and educating people about corporate bullying, a phenomenon that is rife in organisations of all kinds today.

AFPA first became aware of Jessica and her important activist work during a presentation she delivered at the National Workplace Wellness Forum, a premiere event arranged by OzHelp Foundation for organisations to explore how they can create more resilient workforces. The day-long event consisted of presentations delivered by specialists like Jessica that focused on effective approaches to workplace health and well-being.

Jessica's talk highlighted how managers and staff can address the destructive problem of bullying in the workplace. There is little doubt that severe problems to health and productivity occur as a result of it, the only question is, how much? Jessica knows because it happened to her a few years ago, and this inspired her to create Bullyology, a system she is keen to deliver all over the world.

Jessica, a dynamic professional specialist in the HR industry, was employed by an organisation in the Oil & Gas industry in 2013. She had a Youth and Community degree, and was certified in Dialectical Behaviour Therapy (DBT), training and assessment, suicide intervention skills, coaching, mentoring and mindfulness. She went on to provide vital assistance to countless employees, and felt like the role gave her an important outlet to really help people in the most important way. This gave her an immense sense of personal and professional fulfillment.

However, after six months in the job, Jessica began to experience intense bullying from her newly appointed HR manager. This included extreme mental bullying, emotional and physical intimidation, and verbal abuse which all led to high levels of anxiety, physical and psychological illness, and eventually hospitalisation. Not someone to ignore these extreme events, she ended up filing 32 reports to upper management, which effectively left her unsupported.

Feeling like she was backed into a corner and unable to leave the company for various practical reasons, Jessica forced herself to stay and wrote about her terrifying experiences in a diary. This

▶ **“Staying in this environment will harm your health and wellbeing. There is no question. Being bullied by a colleague is not worth the physical and emotional sickness that I endured before I made that decision.”**

Jessica Hickman, founder of the *Bullyology* program





Jessica Hickman wrote about her terrifying experiences in a diary. This diary has become a published book, written to create awareness about bullying in our corporate society.

diary has become a published book, and her experiences form the base of a business she founded to warn others of the dangers to the individual, as well as to the organisation's productivity, when corporate bullying is taking place.

According to Jessica's Bullyology website (and Safe Work Australia), the total cost of work related stress to Australian employers due to presentism and absenteeism is estimated to be approximately \$6.3 billion per annum. In the United Kingdom, 18.9 million working days are lost annually because of workplace bullying. And further to that, 10 percent of annual productivity loss is due to bullying related absenteeism.

According to Jessica, these are the issues to focus on when reporting bullying to Managers, rather than how the bullying is affecting you personally. She advises:

“Telling your Manager that the bullying is hurting your feelings or causing insomnia is probably not going to have a result. However, explaining how the bullying is having a direct effect on your productivity is something your business leaders will care about, so this is where I suggest you focus your conversation,”

Jessica's goal is to create awareness about bullying in our corporate society, and to promote happy and productive workplaces in organisations, free of a culture that tolerates any kind of bullying.

“Bullying really has no particular ‘kind’ or ‘group’ who will typically take part in it more than others.

“It doesn't discriminate between men or women, ethnicity, or even experience or industry. Sadly, it can infiltrate any organisation or industry, and will spread in cultures that tolerate it. My aim is to diminish a bullying culture from all organisations around the world, and to ensure that all individuals feel they can reach their professional potential and exist in workplaces for 10 hours a day where they feel safe, rather than exposed among their colleagues.”

If an individual doesn't receive the response they are hoping for from their bullying complaint, Jessica strongly suggests that person leaves (if financially able to) or starts to look for alternatives. ◀

Download Jessica Hickman's paperback or eBook at www.bullyology.com

Mental Illness

When Trauma calls

No one calls the police when all is well. More often than not, the caller is in crisis and it's not uncommon for police to attend scenes that have lasting effects on their mental health.



▶ A study from Beyond Blue¹ which included over 80,000 police, indicated that 28% have experienced verbal or physical abuse and that 50% had experienced events that have been deeply impacting. Around 30% of all first responders interviewed reported high/very high psychological distress resulting from their work².

These traumatic events, and the resulting distress, can be significant. It can stay with you, resurfacing in the coming weeks, months, and years, impacting psychological, physical and relational wellbeing.

MENTAL HEALTH AFTER TRAUMA

Of all first responders involved in the Beyond Blue study, Police had the highest incidence of PTSD. As such, taking regular stock of your physical/mental health is essential. If you notice intrusive or distressing symptoms or that your emotional state has changed for the worse, seek support early!

Despite some understandable reluctance to disclose mental health concerns in the workplace, research suggests that it is helpful to talk about your experiences with a trusted friend, colleague or professional and utilise the support services offered to you. Accessing available supports and making choices that promote health such as exercise, socialising and healthy eating can ultimately increase wellbeing and facilitate post-traumatic growth (PTG). It's crucial that you care for yourself and allow time to process and address the events, thoughts and feelings associated with traumatic incidents.

Every individual is unique and trauma responses will inevitably vary. The difference in responses are thought to arise from the type and severity of the incident, age, gender, resilience, the hardness of your personality as well as other psychosocial factors. Despite these individual differences, research highlights one constant - that avoidant coping behaviours (such as suppressing or numbing

feelings/ memories or turning to alcohol), will be detrimental to wellbeing in the long term.

WHEN TO SEEK PROFESSIONAL HELP

Keep an eye on the following signs and seek help if any are applicable to you, or someone you know:

Warning signs may include:

- Feeling overwhelmed and unable to handle intense feelings or physical sensations
- Constantly feeling numb and empty
- Ongoing and/or intrusive emotions/memories that are distressing
- Continuing to have physical symptoms of being tense, agitated and on edge
- Continuing to have disturbed sleep and/or nightmares
- Feeling alone/unsupported – no-one with whom you can share your feelings and concerns
- Avoiding work or other people and/or having relationship difficulties
- Increased frequency and/or quantity alcohol (or drug) use.

An important thing to remember is that seeking support is considered one of the most beneficial things you can do in response to deeply impacting events. While there is no recipe for success, a conversation can do wonders in helping you to work through the very real effects of trauma. ◀

If you or someone you know needs immediate assistance, call **Lifeline on 13 11 14, Beyondblue on 1300 22 4636, or MensLine Australia 1300 78 99 78.**

For more information about OzHelp Foundation and its services please visit www.ozhelp.org.au or call **1300 694 375.**

1 Beyond Blue Ltd. (2018). Answering the call national survey, National Mental Health and Wellbeing Study of Police and Emergency Services – Final report

2 Arble, E., Daugherty, A., & Arnetz, B. (2018). Models of first responder coping: Police officers as a unique population. *Stress and Health*, 34(5), 612–621

This article is written by Katie Godfrey, OzHelp Foundation Counsellor

What to do when separation pulls the rug out from under you

By **Melanie Tilmouth, Senior Associate, Tindall Gask Bentley Lawyers**

For many separating couples the writing was on the wall for some time and a final separation does not come as a complete surprise to either person.

Whether it was a gradual process over many months or years, or a particular event that led to the separation, both parties often agree that separation was inevitable.

However, for some separating couples, one person can sometimes be taken completely by surprise. Separation hits you in the face with no warning. This is followed by a sudden deluge of emotions, self doubt, questions like “how did I not see this coming?” and a desire to regain some control.

If you find yourself faced with an unexpected separation, there are a number of steps you can take to help you regain some control in order to prevent you from feeling ‘one step behind’.

- Give your self permission to move through the grief cycle at your own pace. If your partner had been planning the separation for some time behind your back it can be helpful to understand that you are at different stages of grieving your relationship.
- Speak to your GP to let them know that you are separating. They will be able to provide you with a referral to a psychologist or other services that may assist if necessary. There is no shame in making sure that you are in the best position emotionally to care for you and your children. While people are often worried that there will be stigma attached if they later end up in Court and it comes to the attention of the Judge that you are seeking psychological support, the opposite is in fact true. The Court wants to see people being proactive in looking after their mental health. Your GP or psychologist will also help you develop strategies to deal with your former partner if they are being difficult.
- Start to organise your documents. This process can help you regain control of the situation after feeling that the rug has been pulled out from underneath you. Obtain copies of your tax documents, bank and loan statements, superannuation statement, payslips and any other documents establishing the assets and liabilities you have.
- Getting your documents in order will give you a head start when you are ready to move towards finalising a property settlement with your former partner. If you are worried that your former partner may try to take some of your documents,

then it may be worth leaving copies with a trusted family member or friend.

- Before you hit send on a text, facebook or instagram post, walk away and come back half an hour later. This will reduce that chance that you will later regret posting or sending something which may have serious consequences to you, your children, or make things more difficult for you when you come to negotiating arrangements with your former partner.
- It can sometimes be good to ask yourself, “Would I be happy for my boss or a judge to see this?” You will thank yourself later for protecting your own reputation.
- Review your personal information and see if your former partner may be accessing any of it remotely. Now can be a good time to contact your bank to change the password on your internet banking, social media accounts, email addresses and pin codes that you may have.
- Book an appointment with a family lawyer. While this may not feel like a number one priority right now, getting the right advice early on can assist you in protecting your position, making sure you don’t fall into any ‘pot holes’ and making the process of formalising your separation faster and more cost effectively. A first appointment will assist you in understanding if you need to take action immediately to protect your position or if you can buy yourself some time to focus on yourself and allow you to understand the different options available to you.
- Set boundaries. Your ex may want to make contact with you on their terms. This may not always allow you the space that you need to grieve the end of the relationship or allow you to communicate with them in a productive manner. This will help gain some perspective with time and prevent you from sweating about the small stuff.

While it can be daunting if you are faced with an unexpected separation and you can feel overwhelmed about what lies ahead, there are simple steps you can take to ease the pathway and regain control.

Free Legal Service for AFPA Members, Their Families & Retired Members

Leading national law firm Tindall Gask Bentley Lawyers is proud to provide legal services to the AFPA and its members, offering 30 minutes of free initial advice and a 10% fee discount.

To arrange a preliminary phone appointment contact TGB on 1800 730 842

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Angela Smith,
President of the AFPA

Special feature

AFPA helps little legend towards getting his new ear

The AFPA has provided hope and support to a great many police families in the past, but none quite like this: an ear for an extraordinary little boy.



“Often it helps to talk to someone who has been there and understands the obstacles and challenges. **Because our children have medical requirements makes them no different to other children** – we have the same hope for them to succeed in life; all children require different support and encouragement. Often its just figuring out what that is.”

Melissa Mengelkamp, mother of Garrett (3)



▶ Yes, you heard right, an ear! A small AFPA family member needs an ear in order to continue a happy and confident life and AFPA was quick to help him and his family out on their conquest.

Garrett Mengelkamp is like any other little three-year-old boy – crazy for the Wiggles, Paw Patrol and anything that resembles a car, and he also adores his sister Grace (13). His parents are Melissa and Alan, a member of the Translator and Interpreter Panel and a Protective Service Officer respectively, and they told us they “love him to bits.” It’s quite easy to see that!

Like other small children, Garrett has other features that are all his own, and some of them are rather unpronounceable.

Doctors have told Melissa and Alan that Garrett has conditions called Goldenhar Syndrome, Duane Syndrome Type 2 and Cleft Alveolus Notch.

Goldenhar Syndrome, which is altogether quite rare, shows up as abnormal development of the eye, ear and spine. If you look closely, you can tell that Garrett’s jaw and cheekbones on one side of his face are underdeveloped. This is called Hemi facial Microsomia. Duane Syndrome Type 2 shows up as difficulty with rotation of his eye, and finally Cleft Alveolus Notch involves some issues with his upper gum.

Among all his other three-year-old activities that keep him busy, Garrett’s medical conditions involve many surgical adjustments – some of which have happened already and others that are still on the agenda.

Then there is this one, called Microtia. This is a term used to describe malformation of the external part of the ear. Garrett’s left ear is a lot smaller than the other, and Garrett’s parents feel he will have a better opportunity in many aspects of life with a replacement ear that looks more like the other one. He will have this replacement ear fitted when he is four years old, and it will cost \$30,000. The technology to create and fit the ear is remarkable. It is Custom 3D printed ear reconstruction surgery that was launched earlier this year (similar procedures have already been performed in the United States). Scans to create the perfect size and shape of Garrett’s new ear will be taken and sent to the United States before it is moulded and then fitted when he is four.

Melissa and Alan had to make the difficult decision to have a new ear created in the first place. They of course love him as he is, his little ear included, but feel that a new one (even though it doesn’t function) that matches the other will help with his overall confidence and opportunities in life in the long run. They have already raised funds a number of different ways, but were taken aback when AFPA offered to assist.

“We didn’t expect a contribution at all so we were completely surprised when Angela came to present us with a cheque. Thank you so much to the AFPA for the donation – it has gone a long way towards helping us reach our goal for Garrett’s ear, especially as we quickly come up to the year deadline,” Melissa said.

Melissa mentioned that being a parent to a child who requires surgery could be a stressful and lonely path at times. She encourages other parents in a similar position to reach out to her and Alan for support. ◀



Top: Garrett as a baby; bottom: Garrett and his parents Melissa and Alan



To make a donation toward Garrett’s new ear, please donate here:
<https://www.gofundme.com/f/can-you-ear-me>

Facial Recognition Technology

By International Director on the Interaction Design Association Board, MD Aus/NZ Designit and Australian pioneer in the experience design industry, Katja Forbes

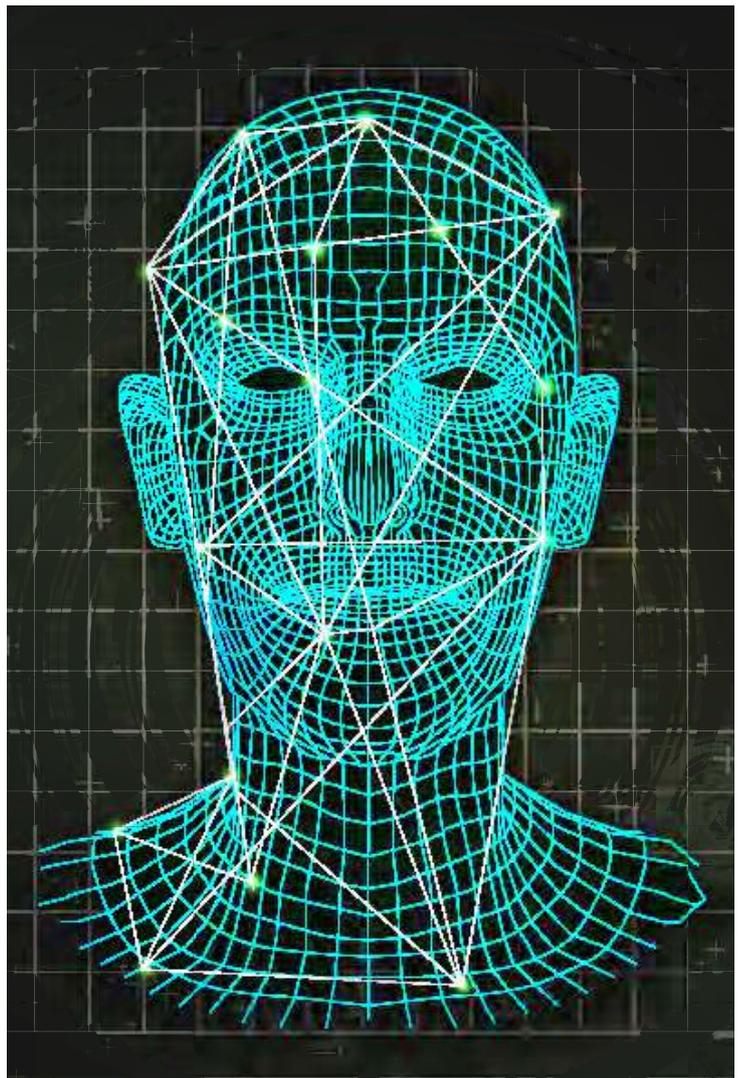
Law enforcement departments and policing units across Australia are adapting quickly to innovative technology and the evolving methods that arise. Police agencies, like other industries, are also constantly on the lookout for ways of doing things better. There is no surprise that facial recognition is one tool that has been reviewed by industry experts, to determine whether it has a place in current procedures and protocol.

► Already facial recognition is being used to tag people in Facebook photos. Sometimes it gets it wrong and instead of your husband, your teenage nephew is tagged and everyone has a giggle. The problem is simply fixed with an untag. But would you join the increasing number of police departments all over the world and trust facial recognition to identify crooks? We aren't playing with Facebook anymore. Now an algorithm can determine the trajectory of someone's life.

Recently, Microsoft president Brad Smith mentioned that this technology has the power of actually turning the world into a surveillance state. It seems that it is being used in this way largely in China, as a means of security measures. Apparently, they could locate one 'police wanted' man in a crowd of 60,000 concert-goers with its use.

In Japan, the demand for facial recognition in law enforcement is also apparent, and facial recognition glasses are being created. These allow wearers to identify a suspect's face from a 20 km distance, and even determine a match from a series of photos. Glasses like these were already used at the Florida Super Bowl in 2000 to determine individuals in the crowd with a criminal record.

The United States use algorithms to determine where to send their officers. Is this an effective use of resources though, or just a means of further encouraging





KATJA FORBES is a pioneer in the experience design industry here in Australia. She is the International Director on the Interaction Design Association Board (IXDA) and MD of Aus/NZ Designit.

not only their presence acknowledged, but a whole range of data including their name, where they live and who they bank with. No doubt the data is secured now, but I am wondering whether a few handshakes could result in it being sold to another party. Or being stolen.

Last year, facial recognition technology use in a Chinese classroom emerged. That's right, Chinese students' faces were being monitored for their reaction during a lesson, every 30 seconds, and as well as their facial expression, also recording what behaviour a student is participating in (options are writing, raising a hand, talking, reading and, humorously, sleeping at their desk).

According to the report, the software is used to recognise students' identity when they collect their lunch from the canteen and also when they borrow a library book. Are parents and any member of the school community concerned about privacy issues? Apparently not, as they have been reassured that all personal recognition results are not saved, and besides, data is stored on local infrastructure, rather than the cloud.

Naturally, we want to be safe, but why then do we get the feeling that big brother is watching? And it is a worry that companies who livestream surveillance channels are also concerned. A couple of years ago, hundreds of a Chinese company's channels were immediately shut down after a breach of security was identified. Yes, even those in a classroom. This one was protected only by a password. Inconceivable.

stereotypes? Law enforcement agencies also use facial recognition systems to help identify suspects. Apparently, the County Sheriff's office in Oregon can use this technology to identify a suspect in just seconds. However, research has shown that these tools are not always reliable and often mistake dark skinned individuals in particular. Are we going to start accusing the wrong person? What a

waste of resources, and someone's life (if the person ends up going to jail).

In addition, the question of privacy surfaces. Aside from special glasses, it involves the use of closed-circuit television and drones to watch private citizens going about their daily business. Therefore, an individual may visit a store, a local swimming pool or a park and have

There is no doubt that facial recognition has the potential to save resources in police departments all over Australia by quickly identifying crooks. It can find fugitives, track their behaviour and supposedly even target crime before it happens. However, malfunction and privacy issues bring additional perspectives to this emerging technology. All perspectives need to be studied before decisions are made either way. ◀

The hidden costs of retirement

Retiring from the Force signals a significant lifestyle change – one that demands preparation if you're to protect your health and your pocket.

After years of operating in a hyper-vigilant state, retiring police must face the realities of aging, loss of identity and loss of camaraderie before they're able to really enjoy the luxuries of retirement – time, freedom, no alarm clock ...

While the reduced stress of not working can be beneficial initially, studies have shown that over time the chances of suffering clinical depression increase by about 40 per cent and having at least one diagnosed physical illness increases by 60 per cent¹.

▶ **3 in 5 Australians aged over 65 years have two or more chronic conditions²** such as cardiovascular disease, respiratory disorder and type 2 diabetes - which can seriously impact your ability to remain active and enjoy retirement.

▶ **And by the age of 85, 1 in 2 Australians will have been diagnosed with cancer.³**

While we can't control which mix of health issues will invariably greet us as we get older, we can prepare for them by taking the time to research and select the right health insurance.

WHY HOLD PRIVATE HEALTH INSURANCE IN RETIREMENT?

Once you're living off your superannuation nest egg, it'll become more important than ever to be on top of your finances – and that includes budgeting for medical expenses. The problem is, it's impossible to predict what health issues and costs you may incur in the future – and that's where private health insurance comes in.

By paying regular 'known' premium contributions, you'll have the peace of mind of knowing you're insured against the unexpected. What's more, private patients are able to skip public hospital waiting lists and access treatment sooner, especially when it comes to elective surgery, so you can get on with living that happy, healthy retirement you've always wanted.

HOW DO I SELECT THE RIGHT COVER FOR MY NEEDS WHEN NEARING RETIREMENT?

As we get older, our health insurance claims are likely to become more varied and frequent – so it's best to seek out comprehensive cover. It's also important to look beyond the price (initially) and focus on the benefits. Value for money will be more important to you than the cost of premium payments alone because you intend to claim on your cover, not just use it to avoid tax implications.

TIPS ON SELECTING HOSPITAL COVER

1. Gold vs Silver Plus?

You may think yourself clever to seek out cover that excludes pregnancy – but buyer beware! It's rarely just pregnancy cover you're forgoing by choosing a cover with exclusions, and even more deceptively, the variation in price between some 'Silver Plus' vs 'Gold' policies is negligible. So many people find they're actually better off sticking to an all-inclusive 'Gold' level of cover.

2. Excess payments

Adding an excess to reduce your premiums can be a similar price trap. Given the increased likelihood you'll actually use your cover in your later years, paying an excess on one, or in some instances every, occasion you go to hospital (day surgery included) can end up being significantly more expensive in the long run than opting for cover without an excess.

3. Ambulance cover

And finally, make sure your policy includes a decent Ambulance cover, or else you'll need to seek out a quote for that separately and add the cost to your overall insurance budget.

TIPS ON SELECTING EXTRAS COVER

Extras cover will become important for preventative health, rehab, and general wellbeing in your retirement. As you age you'll find your body just isn't what it used to be: it will require more attention than ever before. You'll likely become well acquainted with Optometrists, Dentists, Physios, Podiatrists, Dietitians and even Counselors or Psychologists as you adjust to life in retirement, so make sure you look for 'value for money' in your extras cover.



Retired DCI and Police Health member, Peter Graham, sings the praises of Police Health at any chance he gets.

Retired DCI Peter Graham with his granddaughter

"I had a pacemaker inserted. When you walk out of St Andrews Hospital after having that done and you just sign on the dotted line because you're in Police Health, it's very, very comforting. On top of that, more recently I was diagnosed with prostate cancer, which is being well treated. But again, I just knew that I didn't have to worry about taking from my family to ensure that those things were paid for. It was an incredible, comforting feeling to be part of Police Health."

Find a policy that pays generous benefits back on claims across a broad range of services – both in terms of 'benefits per service' and 'annual maximums'. You'll also want the freedom to choose your own provider, as you may need to find an allied health professional that specialises in care for the elderly or for a particular condition.

WHERE DO I START?

As an AFPA Member, a good place to start would be to investigate Police Health – a not-for-profit private health fund run by police for police and one of our PANSW Member Benefit Scheme partners. Police Health have been operating for over 80 years and have an excellent reputation, but are new to NSW.

CAN RETIRED POLICE JOIN POLICE HEALTH?

Police Health's eligibility extends to former police and employees of police services or associations in Australia who resigned or retired after 1 January 2001.

Article References:

- (1) British study by the Institute of Economic Affairs and Age Endeavour Fellowship
- (2) <https://www.health.gov.au/internet/main/publishing.nsf/Content/chronic-disease>
- (3) <https://www.cancer.org.au/about-cancer/what-is-cancer/facts-and-figures.html>

Ph: 1800 603 603 | www.policehealth.com.au

Police Health

 COVER LIKE NO OTHER

Sex industry attempting to stamp out trafficking



By Lily Yang, an author, social commentator and popular blogger. Lily is owner/Madam of a high profile Melbourne brothel, and one of the most iconic women in the sex industry

For me, there is one particularly monstrous evil at large in the world; it is child sex-trafficking. It is just one of many that keep organisations like the AFP fully occupied tracking and tracing the labyrinthine networks of criminals behind it.

As a society, we cannot tolerate sex trafficking of children in any form

► The best scenario would be when the sex industry itself works to eradicate the bottom-dwellers who give the whole industry a bad name. The legal sex industry in Australia has been plagued for far too long by illegal "massage parlours" and the horrific sex trafficking conglomerates that feed them. When the sex industry and governments put pressure on it, sending a clear message that trafficking is not tolerated, success at stamping out this evil is more likely to happen.

As owner of a legal brothel in Melbourne, there is nothing that appals me more than the loathsome crime of sex-trafficking. Young children, especially young virginal girls, often no more than six or seven years old, are bought and sold as trophies to sex-tourists, local officials and businessmen, then passed on to endure more obscene violence in the brothels of our regional neighbours – Cambodia, Thailand and elsewhere in Asia. They suffer sexual terrors and brutality that steal their childhood, sometimes even their lives; they experience nightmares that leave them emotionally, physically and psychologically scarred for life. Sometimes, as broken young women

they finish up here, in Australia, in the underground, illegal sex industry.

Now, it's a fair question to ask why I, the madam of one of Australia's best-known brothels, should be standing on a soapbox, preaching about the sex business. My first answer is that as the owner of a legal brothel, like my peers running other legal brothels, I emphatically condemn trafficking, of anyone, in our industry. It is a heinous crime that deserves firm summary justice. We are fast in our belief that our particular livelihood provides a valuable community service and the adults, certainly in my own shop, voluntarily work here, love their work and are successful young entrepreneurs in the sex industry. The complete antithesis of trafficked women.

The second answer is more personal. As a child in Mao's China, my parents and I were sent as punishment to a remote village in North China for "remedial" hard labour. I was eight years old and the next two years of my childhood were stolen from me. The experience also robbed me of my parents, who both died too young as a result. I found my own way in the

world and eventually married a man who had seen first-hand the horrors of war in Cambodia during the Khmer Rouge years and in Vietnam – and the families, children, decimated by the inhumanity. The tragedies that occurred during the war years are still happening to children today as a legacy of those wars.

A United Nations study in 2008 found that nearly 30% of trafficked women in Cambodia, for example, were children, higher than in an earlier 2003 study.

Unlike then, when no-one mentioned it, we can now do something about injustice. Albeit little, we can play our part and encourage others to help us.

I created my own charity, The Sunlight Foundation, in 2019, so I could do more than write about the plight of trafficked women and children. The charity will directly intervene by providing money to

▶ **Unlike then, when no-one mentioned it, we can now do something about injustice.**
Albeit little, we can play our part and encourage others to help us.

Lily Yang

agencies who are on the ground rescuing children and will sponsor programs to give these children an opportunity to build a life for themselves.

It's a fair question to ask why I don't simply give money to established charities. The answer is simple; I tried, with several large reputable charities. Unfortunately, I was rebuffed, unless I would conceal my identity as owner of a legal brothel. Apparently, it's important where money comes from to help these children as much as where it's used, and I was referred to senior managers who gingerly told me I could help this important work, but only from the shadows. It seems donors in their drawing rooms and corporate towers do not wish to be associated with people like me; who in many ways understand more about the methods of this crime, and thus are more passionate about bringing this awful trade to a stop.

But lurking in shadows is not what defines me. So, I decided to create the Foundation as a statement that sex trafficking is abhorrent in all its forms, to me and people like me, who work in the sex industry as well as most other people.

As a proud parent of a daughter myself, I invite all those who wish to help, to please support The Sunlight Foundation.

People matter, not what they do. I will proudly publish donors' names, irrespective of who they are, should they wish to be recognised for their generosity and desire to contribute to wiping out this scourge on our humanity.

Our Federal Agencies, like the AFP, already do amazing work with their always-limited resources, so the least we can do is raise money and awareness for this terrible reality. This evil trade is a blight on the humanity of all of us and we do have the opportunity to do more than we think we can, about it. ◀



The Sunlight Foundation is a not-for-profit organisation that was started by Lily Yang, to bring awareness and raise funds for victims of child sex trafficking.

Please visit this link for more details: sunlightfoundation.org.au

The girl in this photo is not a victim but a local actor. Photography by terres des hommes

Help for Under the Kilt

Many men experience symptoms of erectile dysfunction (ED) at one time or another in their lives. It's generally estimated that it affects around 1 million Australian men at some point over their lifetime.

Also known as impotence, ED means not being able to get or keep an erection that is sufficient to have sexual intercourse. It is worth noting that this problem can have a whole range of causes, both physical and psychological, and without carefully considering the proper reason/s why it's happening in the first place, you may not get the result you are hoping for with medication.

There are a great many physical factors that can lead to ED. These include things like general ageing, conditions affecting the nerves (spinal cord injury, multiple sclerosis, Parkinson's disease, Alzheimer's disease and motor neurone disease), surgery and/or radiation to the pelvic area (prostate or bowel surgery), and then the usual suspects including diabetes, smoking, hypertension,

obesity, medications (including but not limited to antidepressants, antihypertensives, prostate cancer/benign prostatic hyperplasia medications), hypercholesterolemia, hypothyroidism, low testosterone, alcohol intake and substance abuse. This list whilst exhausting is not exhaustive.

Psychological factors on the other hand may include issues within a sexual and/or emotional relationship, stress at home, studying or work, mental health deterioration (most commonly depression) and perhaps the largest psychological factor; that being anxiety about sexual performance itself (particularly in a new relationship or where a man has had previous problems with sexual performance).

The treatments for erectile dysfunction have not changed a great deal since the launch of the PDE5i wonder drug Viagra back in 1998. Prior to that, options were quite limited and generally confined to Caverject, which only was introduced in the late 80's/early 90's) and the intraurethral pellets (MUSE). Today we are fortunate to have 4 oral PDE5i on the market, including the most recent addition, avanafil, which has a strong affinity for the receptor. It is worth remembering that sexual stimulation is needed for an erection to occur with any of this medication. The medication won't result in an erection all day for no apparent reason.

With ED affecting so many men, it is important to ask for help, and receive the right support for your ultimate wellbeing.

LIFTING THE KILT ON MEN'S HEALTH

Mens Health Downunder was established in 2013 to provide professional expertise about specific mens health issues, without any embarrassment or privacy concerns.

Today Mens Health Downunder has grown to be the largest Mens Health Pharmacy Clinic in Australia.

Mens Health Downunder services are open to all patients and consultations may be made in person or remotely with no referral required.

OUR KEY PRIORITY AREAS INCLUDE:

- Pre and post prostatectomy counselling
- Rehabilitation services
- Prostate cancer support
- Drug free erectile options
- Erectile dysfunction
- Peyronie's disease
- Incontinence
- Partner support

FOR MORE INFORMATION OR TO BOOK AN APPOINTMENT
info@menshealthdownunder.com.au

MENS HEALTH DOWNUNDER

menshealthdownunder.com.au

If you're a police officer it pays to learn what you can claim at tax time



To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.*

* You can use the ATD app myDeductions tool to keep track of your expenses and receipts throughout the year

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

Car expenses



- ✓ You can claim a deduction when you:
 - drive between separate jobs on the same day – eg travelling from your job as a police officer to a second job as a security guard
 - drive to and from an alternate workplace for the same employer on the same day – eg travelling to a crime scene.
- ✗ You generally can't claim the cost of trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – eg night or public holiday shifts.

There are limited circumstances where you can claim the cost of trips between home and work, such as where you carry bulky tools or equipment for work – eg a police diver carrying scuba diving equipment. The cost of these trips is deductible only if:

- your employer requires you to transport the equipment for work
- the equipment was essential to earning your income
- there was no secure area to store the equipment at the work location, and
- the equipment is bulky – at least 20kg or cumbersome to transport.

If you claim car expenses, you need to keep a logbook to determine the work-related percentage, or be able to demonstrate to the ATO a reasonable calculation if you use the cents per kilometre method to claim.

Clothing expenses



- ✓ You can claim a deduction for the cost of mending or cleaning your police uniform.
- ✗ You can't claim a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it, and even if you only wear it for work.

Phone and internet expenses



- ✓ You can claim phone and internet usage if your employer needs you to use your own personal devices for work. You can only claim the work-related portion of the use of your personal device.

Self-education expenses



- ✓ You can claim a deduction for self-education expenses if your course relates directly to your current job – eg defensive driving course.
- ✗ You can't claim a deduction if your study is only related in a general way or is designed to help get you a new job outside of the police force.

Other common deductible work-related expenses



- ✓ As long as the expense relates to your employment, you can claim a deduction for the work-related portion of the cost of:
 - union and professional association fees
 - technical or professional publications.
- ✗ You can't claim a deduction for the cost of:
 - haircuts, grooming, weight loss programs or supplies even though there may be specific regulations
 - attending social functions
 - fitness expenses except if your role requires a level of fitness well above ordinary police standards, such as special operations

RAY PHOTO/OLIVER CUTHBERTSON

This is a general summary only.
For more information, go to ato.gov.au/occupations



Australian Government
Australian Taxation Office

Help! I've sustained an injury at work and I am unable to work – what do I need to do?

Unfortunately several members of the AFP will suffer injuries during their employment with the AFP. You have certain rights and entitlements against your employer under the Commonwealth Safety, Rehabilitation and Compensation Act (1988) (The Federal Worker's Compensation scheme).



By Nadia Baker,
Compensation
Lawyer at Carroll
& O'Dea Lawyers

WHAT CAN I CLAIM?

You may have an entitlement to claim the following:

- Payment of your reasonable medical treatment and rehabilitation.
- Payment of weekly payments of compensation where you are suffering a total or partial incapacity to undertake your pre-injury work.
- A lump sum for permanent impairment and non-economic loss, where the work injury results in a whole person permanent impairment of 10% as medically assessed under the Comcare guidelines. This assessment cannot be made until your injuries have stabilised.
- In rarer cases, benefits such as the cost of domestic care.

HOW IS A CLAIM MADE?

A claim for compensation is made under the Commonwealth Safety, Rehabilitation and Compensation Act (1988) to Comcare by completing the Workers' Compensation Claim Form and your doctor completing a Certificate of Incapacity. Both forms are available on the Comcare website.

If you are claiming compensation for a psychological injury you must also prepare a statement outlining the events that contributed to your injury.

Both forms and any attached documents should then be submitted to the AFP, who will lodge your claim with Comcare. Comcare will then start investigating your claim and will likely require you to attend an independent medical examination prior to a determination being made.

COMCARE DECLINED MY CLAIM – WHAT HAPPENS NEXT?

Once you receive a determination from Comcare you have 30 days to submit a Reconsideration Request Form to Comcare. The form is available on the Comcare website. You must include reasons for requesting the reconsideration, and any supporting documents.

Reconsideration requests are generally made on the following grounds:

- Insufficient investigation of the claim
- Comcare did not consider relevant information
- You did not have the opportunity to respond to adverse information
- You have new information to provide at review

In the request for reconsideration it may be necessary to submit your own independent medical report.

If you intend to submit further documents which you are unable to obtain within the 30 day period, you should lodge the Reconsideration Request Form and in your covering letter request further time to obtain the outstanding documents.

Comcare will then consider your request for reconsideration and issue a Reviewable decision. The Reviewable decision may confirm the initial determination or replace it with a new decision.

I AM STILL NOT SATISFIED WITH THE REVIEWABLE DECISION – WHAT DO I DO NEXT?

Once you have received the Reviewable Decision from Comcare you have 60 days to file an Application for Review of Decision Form in the Administrative Appeals Tribunal (AAT). This form is available on the AAT website.



If you have not already done so you will need to engage a lawyer to advise and appear for you in the AAT.

The AAT will list your matter for a telephone conference. You will be represented by your lawyer and will not need to attend the telephone conference. Comcare would also be represented by a lawyer.

During the telephone conference the AAT Conference Registrar may make orders for the production of documents under Summons, filing of witness statements and service of other evidence. It is usual practice for there to be more than one telephone conference.

In a later telephone conference the AAT Conference Registrar may list the matter for a Conciliation Conference (if appropriate) prior to listing the matter for hearing before a Member of the AAT. The hearing will be at the AAT venue closest to your residential address.

A Conciliation Conference is an informal meeting to discuss resolution of your claim with Comcare’s legal representative. You will attend the Conciliation Conference with your solicitor and barrister. A Registrar of the AAT will also attend. Any discussions between the parties are confidential.

You will attend conferences with your solicitor and barrister to prepare you for the hearing.

You will need to attend every day of the AAT Hearing and you will likely be required to give evidence and be cross examined by Comcare’s Barrister.

The AAT member will give a decision. The decision may be given orally at the time of the hearing or it may be a written decision. Unfortunately there is no prescribed time limit for written decisions to be made.

If you receive a decision in your favour from the AAT you will be entitled to claim part of your costs from Comcare. These costs are known as Party/Party costs. In most cases there will be a gap between the Solicitor/Client costs and the Party/party costs, which will be payable by you.

I WAS NOT SUCCESSFUL IN THE AAT – WHAT DO I DO NOW?

Once you receive a decision from the AAT you have 28 days to file an appeal in the Federal Court of Australia (FCA). An appeal to the FCA can only be made on a question of law. Your solicitor and barrister will advise you whether an appeal of the AAT decision has reasonable prospects of success.

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AFPA PROFILE



TROY ROBERTS, Media and Government Relations Manager

▶ **WHAT IS YOUR POSITION (JOB TITLE) WITH AFPA AND WHAT DOES THAT EFFECTIVELY MEAN?**

My title is Media and Government Relations Manager. Basically I look after all of the AFPA's media and social media. The Government Relations part of the role is working with the AFPA President lobbying Government and the Opposition for positive outcomes for the AFP and its employees.

▶ **WHAT IS YOUR FAVOURITE PART OF THE JOB, AND LEAST FAVOURITE?**

The job itself is fantastic. Dealing with media is challenging, but with those challenges comes rewards (hopefully). As one of my key interests is politics, it's great to be in a role that caters to my interest. End of day, if I can achieve one win with Government for the betterment of the AFP and its people, then that's a great day.

▶ **IF YOU HAD TO GIVE AN ELEVATOR PITCH TO DESCRIBE YOUR JOB TO SOMEONE OUTSIDE OF THE INDUSTRY ENTIRELY, WHAT WOULD IT BE?**

It's a great position with the additional benefit of working for a great organisation. The AFPA bats above its weight playing the great game of politics. If you don't like the media or politics then this isn't the role for you. There is no such thing as 'ground hog day' working for the AFPA, each day is different. The AFPA has a small workforce so you need to be across the business, plus have the ability to think outside the square in promoting the organisation.

▶ **WHAT DID YOU DO PRIOR TO AFPA?**

I spent 19 years in ACT Policing. First three years as a professional staff member and then transitioned across to the sworn environment. I had many great roles in community policing and eventually ending up in the

ACT Legislative Assembly as the Community Policing Officer to two Ministers and then the Staff Officer to the Deputy Chief Police Officers. I've had a pretty varied career in the AFP with a lot of interesting experiences which have given me experience and political acumen.

▶ **WHAT IS YOUR AMBITION – PERSONAL OR CAREER?**

In a few more years working for the AFPA, to become an Advisor to a Federal Minister. Long (long) term, to become a Federal MP or NSW Member of Parliament.

▶ **WHAT ARE YOUR INTERESTS OUTSIDE WORK?**

I'm a closet sports junkie, so Liverpool FC, Liverpool FC and Liverpool FC (six times baby!!!) with a large dash of Canberra Raiders and Adelaide Crows. Also spending time with my partner, Lucy and my one-year-old daughter, Isabella.

We are building a new house out in god's country in NSW (Googong) so that is our expensive (very expensive) interest at the moment.

My other interest is politics. One of the greatest games there is. It's interesting times that we live in and it will be fascinating to see what this Government does in the future.

I'm also into music, don't have a specific band or style (heavy metal stuff isn't really music, it's noise), I just enjoy listening to good music. If I had to pick my top 10 artists it would go something like (in no particular order):

- Powderfinger
- U2
- The Beatles
- Bastille
- Elton John

- Queen
- Hilltop Hoods
- Vance Joy
- Pearl Jam
- Red Hot Chilli Peppers

▶ **DO YOU HAVE A “WAR STORY” TO SHARE OR SOME KIND OF CAREER OR PERSONAL ANECDOTE?**

I’ve done sooooo many dumb things in my 40-odd years that narrowing it down is near impossible. When I was in ACT Policing, while in uniform I did walk into a Thai Massage place in Belconnen and ask for a Pad Thai. I honestly thought it was a newly opened Thai restaurant. It was only the laughter of about five Thai women and one of them pointing to the massage options on the pamphlet and making weird hand gestures that it dawned on me. In haste I ran into the glass door on the way out, which brought further laughter from the women.

▶ **IF YOUR JOB HAD A THEME SONG, WHAT WOULD IT BE?**

My job really doesn’t have a theme song (well one that I can think of), but my theme song for life in general is Everybody’s Free (to wear Sunscreen) by Baz Luhrmann.

It’s a simple song with many great messages and when I listen to it, which is regularly, it seems to put things back into perspective. There is wisdom in every line of the song and it applies to us all.. ◀



Troy and his one-year-old daughter, Isabella

A MEMBER TAKES ADVANTAGE OF MEMBER ADVANTAGE

“Using my Members Advantage saving for groceries is literally low hanging fruit. I can use it at Coles or Woolworths and over a year I have saved hundreds of dollars,” a member (who didn’t want to be identified) said.

This member is someone who takes account of how much he has saved, thanks to his Members Advantage that he purchased ... he keenly calculates that he has saved \$1506.58 already. For the purpose of this story, he demonstrated only those necessary items that he has saved money on, and not those things he deems a luxury.

“Instead of paying \$1325.93 for car insurance, my Members Advantage came to just \$884.60 – you can imagine how pleased I was about that!”

As well as that convenient saving, he was eager to share how much he saved purchasing business clothes. He wears a smart jacket, shirts and pants to work, and spent just \$415.50 rather than \$650, thanks to Members Advantage.

Our member also recently needed to buy a new TV (obviously a necessity and not luxury item!) He spent \$789.5 from JB hi fi for a 65 inch oled, rather than the retail price of \$1105.

And finally (we know the price of fuel fluctuates wildly but...), he calculates he spent \$2250 rather than \$2445.

As well as the savings on so many ‘things’, he is also very pleased with the life and welfare insurances that are included.

So, tell us what saving you are particularly pleased with – what have you purchased and are happy about or what are you planning to do?

We will publish it!



A Very Chequered Career

Now a healthy, productive 76-year-old and former police officer with a passion for Karate, it is difficult for Garry Maher to recognise himself the way he was; a stressed alcoholic.



▶ “I look back and can hardly recognise myself. In fact, my depressive alcohol fuelled existence ended up crashing and burning about 40 years ago. I was diagnosed as having ‘Severe Clinical Depression’ compounded by alcohol abuse. I knew I literally couldn’t continue that way,” he said.

Garry said he wrote the book *A Very Chequered Career*, because whilst he could bring himself back from the brink, many others have tragically fallen along the wayside, and he wants to help others before they get that far.

“I thought that by writing the book about my experience it just ‘might’ help those suffering from the same psychologically wrenching experiences that I went through, with the message that there is a light at the end of the tunnel, but they can’t do it alone.

I was so affected and desperate that I became teachable and took it on myself to find out what was wrong with me. Now that I have some ideas to cope, I want to share this insight with others.”

Garry loved his career. After his burn out, he accepted the fact that he would always be prone to depressive illnesses, but that it was important to stay on top of it.

“I think the highlight of my police service was to receive the National Police Service Medal for diligent and ethical service, which proved to me that during a large part of my service I was a reasonably good functional operative.”

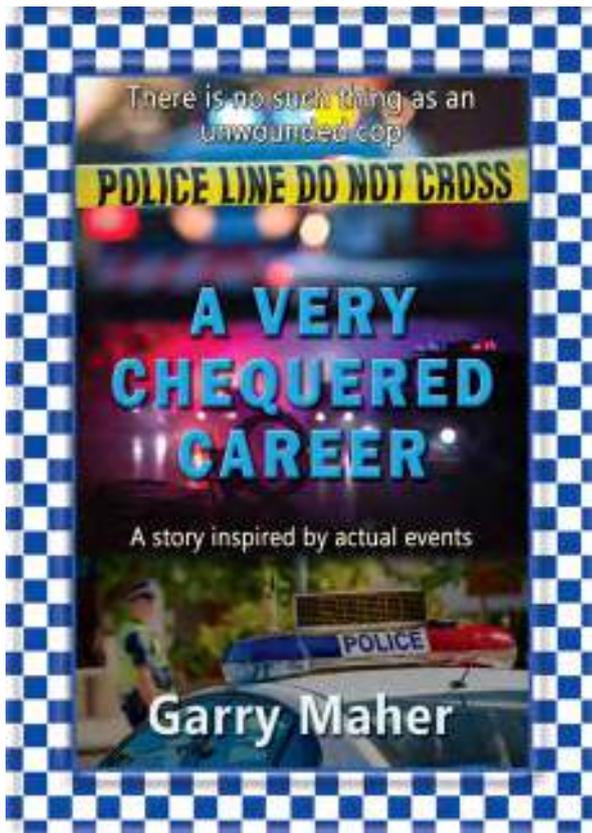
He realised he possibly needed a hobby that would help with fitness and create endorphins, the natural ‘feel good chemical.’ That was when Garry discovered karate and is now a 3rd Dan Black Belt and instructor. What he likes about karate is that the basic philosophy of it is virtually the same as the police code of conduct, and the coloured belt rank structure is almost the same as the then police structure of the ACT Police Force.

“I actually climbed the coloured belt ladder in the same way as I wanted to in the police force and karate made me ‘feel at home, without the worry! Being a 3rd Dan I have achieved the karate equivalent of Commissioner.”

▶ To me that police medal proves - more than anything else, that ‘anything is possible – the impossible just takes a little longer!’, and consistent with the overall theme of the book, **‘All will be well and, all will be well and, all manor of things will be well!’**

Garry’s tips for tackling PTSD and other depressive illness.

1. If you feel that everything is becoming overwhelming, you can’t sleep, are constantly worrying, isolating yourselves from others, and relying on self-medication, then ‘put your hand up!’, throw up the white flag straight way and accept there is a problem and seek professional help.
2. Importantly, share the problem with members of your family. For me, to successfully ‘manage’ it was a team effort – my wife of nearly 50 years, my GP and an emotionally detached person – perhaps a priest, a psychologist, or a counsellor. While your feelings are such that life is not worth living, remember you leave your close ones feeling the same as you did when you decided to opt out.
3. I know from my own experience that a mature person will ‘sense’ that a close friend or colleague is doing it tough. This may be apparent because of isolation, excessive sick leave, alcohol or other drug abuse, being short-tempered and fluctuations in personality – highs, lows, talkative, hyperactive, isolation and a loss of zest for life. I think a close friend of such a person should ask them if they have a problem (in confidence.) Then try to comfort them and reinforce the idea that they are valued and loved and respected by fellow officers.



SUMMARY OF A VERY CHEQUERED CAREER

Detective Sergeant Owen Maloney is a highly regarded veteran police officer. Together with his reputation as an intelligent, 'iron fist in a velvet glove' detective, his steely determination, and keen analytical mind, Detective Maloney was 'going places' career-wise.

During the latter part of his 25-year police career, Owen started to become depressed, experience mood swings, and lose his zest for life – a dominant characteristic of his outgoing personality.

While Owen appeared to be in control of these changes, he was unwittingly being drawn into the clutches of a potentially deadly illness – Post-Traumatic Stress Disorder (PTSD). Together with his misguided belief that alcohol would help him relax and cope with his depression, he soon became addicted to it and, with his declining health, suffered two near-fatal heart attacks, which required life-saving surgery.

For Owen his war was now on two fronts - his battle against crime, and his battle against PTSD and the deleterious effects of alcohol abuse. Armed with the love and support of his wife, the guidance of a recovering alcoholic priest, and Alcoholics Anonymous, he was victorious in one – turning what were huge stumbling blocks in his life into stepping-stones to bigger and greater things.

His is a story inspired by actual events.

A Very Chequered Career by Garry Maher can be purchased at Zeus Publications (RRP \$27.95 Hardcopy, eBook \$9.00) or at Amazon (RRP \$20.65)

ABOUT POST TRAUMATIC STRESS DISORDER AND HOW IT AFFECTED GARRY

The story behind this book is about a very well-known fact, particularly police circles, that many police officers, irrespective of age, gender or rank, suffer from post-traumatic stress disorder (PTSD). According to Beyond Blue, PTSD is a particular set of reactions that can develop in people who have been through a traumatic event which threatened their life or safety, or that of others around them. This could be a car or other serious accident, physical or sexual assault, war or torture, or disasters such as bushfires or floods. As a result, the person experiences feelings of intense fear, helplessness or horror. It's not unusual for people with PTSD to experience other mental health problems at the same time. These additional problems, most commonly depression, anxiety and alcohol or drug use, are more likely to occur if PTSD has persisted for a long time.

PTSD has been the 'elephant in the room' of numerous police agencies around the world for a long time, and only in recent times have the significant effects of PTSD among serving officers been recognised and, thankfully, started to be dealt with at a meaningful level.

Sadly, the story of the main character of this book, Detective Sergeant Owen Maloney (his emotionally brittle state of mind and his increasing reliance on alcohol to deal with it) is not a unique one. It is a story that will resonate with most experienced police officers, their spouses, families and friends.

Research suggests that around twenty percent of serving police officers succumb to the temporary feelings of well-being that alcohol provides. Surreptitiously, they start to rely on it in order to gain some relief from the tensions, anxiety, and depression associated with police work, which has been described as being among the highest-risk occupations for work-related mental stress in the world. This terrible reality happens because, on any given day, first responders of any rank can be dealing with incidents like homicides, domestic violence, suicides, road crashes, street violence, theft, and acts of terrorism to name but a few. In many cases, these stressful incidents can and do have a devastating effect on the most resilient of hardened and street-wise police officers.

Every police officer, emergency services or other law enforcement personnel, irrespective of length of service or seniority, will get something from this book because many will have a story to tell about a colleague 'or my friend!!' who 'has a problem'. There is no such thing as an unwounded police officer, and those wounds only get deeper with experience.

This book is a realistic narrative of how untreated PTSD, depressive illness, alcohol and drug abuse can literally destroy a police officer physically, mentally and spiritually, along with its equally devastating effects on spouses, partners, family, friends and colleagues – and the community. Hopefully, the book will reach out to the men and women who protect and serve the community by taking on board the experience of Detective Sergeant Owen Maloney and appreciate the extent of the havoc which untreated mental illness can wreak on law enforcement and emergency services officers and their families. ◀



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AFP Plaque (Pewter) | \$60.00



Coaster Set | \$37.00



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AFPA Merchandise items



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AFPA Eco Cup | \$15.00

See over the page for the Merchandise order form

Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



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Position:	Team/Area:
Phone:	Email:
Billing Address:	
Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (\$15) <input type="checkbox"/> Hold for Collection	

SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$)	Qty	Total (\$)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$70		
AFP Plaque (Glass)	\$65		
AFP Plaque (Pewter)	\$60		
AFP Coaster Set	\$37		
AFP Cuff Links	\$25		
AFP Gloss Mug	\$20		
AFP Pen	\$20		
AFP Key Ring	\$12		
AFP Stubby Holder	\$9		
AFP Tie Tac (coloured, silver, gold)	\$7		
AFPA Soft Shell vest	\$60		
AFPA Silk Woven Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
AFPA Eco Cup	\$15		
		Subtotal:	
		Express Post (\$15):	
		Total (\$):	

SECTION 3: PAYMENT DETAILS

Payment Type: <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> AMEX <input type="checkbox"/> Please invoice me	
Card Number:	Name on Card:
Expiry:	CCV:

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