

Australasian  
Council of Women  
& Policing Inc.



*The Journal for*  
**WOMEN**  
**AND POLICING**

*Issue No. 43*





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## Issue No. 43



### Front cover

*The world's most entertaining police recruitment video, targeting 18-24 year olds, women, Māori, Pacific Islanders, and people from all other ethnicities and backgrounds.*

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# President's Report

**Debbie Platz**  
President

**W**OW. The 2018 Development Seminar and Awards night in Perth was simply fantastic. There were many special moments during the event, with delegates hearing from a range of speakers who have had diverse experiences, often in challenging circumstances. To give you some insight, we heard from Dr Gill Hicks who was a survivor of the London Bombings. Her story of survival and resilience following the event and the loss of her legs culminated in a standing ovation. For me the message that still resonates today some five months on is this: "We can't control certain events or dramatic changes in life, but we can control how we react and respond". This is so very important in all our lives on a daily basis, professionally, and personally. How we act and react, what we say, how we behave can have a huge impact on people we work with, live with, or

associate with. Acknowledging this, and reflecting on it, can make our immediate and broader communities safer and healthier.

Many delegates spoke of the learnings from a panel of inspirational women— Commissioner Katarina Carroll (Queensland Fire and Emergency Services), Deputy Commissioner Tracy Linford (Queensland Police Service) and Ms Michelle Fyfe (CEO of St John Ambulance Western Australia—I was humbled to facilitate. All of these women had made hard decisions to move from jobs where they were in their comfort zones to new challenges in other organisations. Yes there were fears; fears of failure, fears of a lack of support, fear of leaving networks that had been maintained for many years. But despite the fears, by taking the opportunities when presented helped them remained motivated, innovative and engaged.

They showed us that anything is possible, to have goals, reach out for mentors and to take opportunity.

A newer inclusion into our conferences is the young leaders program. This year we were privileged to meet more than 50 young female leaders from a range of schools in Perth. They too experienced a variety of sessions including self believe, being courageous, and body image. It was lovely to share lunch with them and to hear from younger women about how they see their future, and what their ideas and goals are.

Finally, a big thank you to the Western Australia Police team who worked tirelessly to make sure the seminar and awards were a perfect reflection of the theme: the power of many equals. I look forward to our next conference and awards to be held in Canberra and co-hosted with the Australian Federal Police. Take care. Debbie.



**W**here has the time gone? 2019 is here and it seems like only yesterday that we were preparing to see out 2018. This year we have already experienced floods, fires and cyclones. Significant weather events continue to plague us into 2019. Emergency service workers have worked tirelessly throughout these events, committed to protecting and serving our community. Many have been affected personally however continue to help those less fortunate and in need of assistance. This is an important time when we need to stay connected with our friends and colleagues and ask RUOK!

Also committed to giving back to the community is an innovative program, Uniforms 4 Kids, who are repurposing donated law enforcement and emergency services uniforms, into beautiful and unique clothes made for vulnerable children. I was honoured to have been a part of the official launch and provide a big shout out to all the volunteers and

sponsors who make it happen (refer to page 8).

This edition of The Journal offers some extremely important information relating to superannuation and your will. Our own death is not a topic that we like to talk about, however having a will and an estate plan will ease the burden of those left behind to manage our estate. As Chloe from FC lawyers says (refer to page 5), "there is a general lack of understanding as to how superannuation is dealt with in the event of death." There are so many variations to the family unit it is important that your assets and finances are distributed in accordance with your instructions, particularly superannuation. If you have not done so already ensure you have a current will, estate plan and binding instructions on the distribution of your superannuation. It is very important.

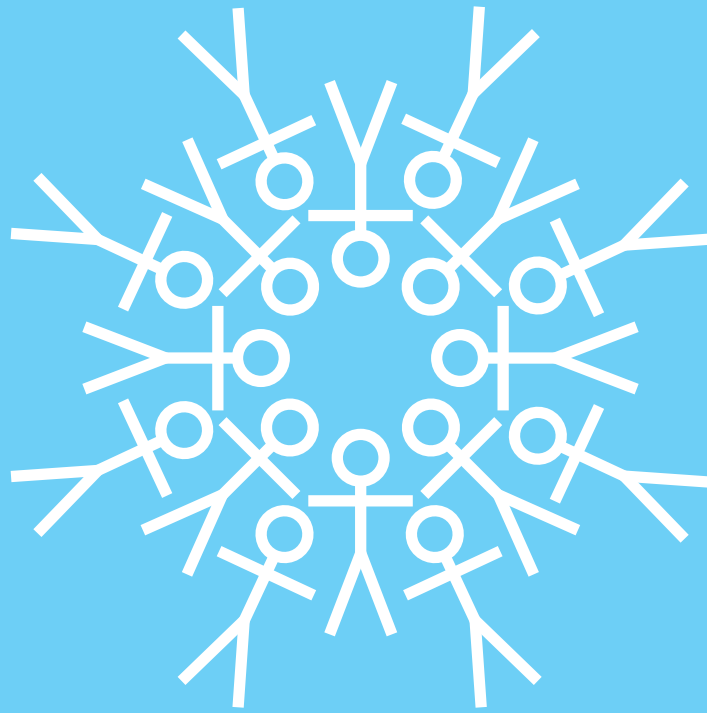
In this edition we also acknowledge the women and men who were recognised at the 2018 Development

Seminar and Awards night in Perth. Well done to all our recipients and nominees. Later in the year, ACWAP with the support of the Australian Federal Police (AFP) will host the ACWAP Conference in Canberra, Australia from 2 to 5 September 2019. This prestigious event on the Australasian Law Enforcement calendar, will combine the 11th Biennial ACWAP Conference and the 21st ACWAP Excellence in Policing Awards.

Nominations for the Annual Excellence in Policing Awards open on 1 April 2019. This is a great opportunity to nominate your colleagues who are contributing to improving policing and law enforcement and ensuring policing services are enhanced for women in our communities. Keep these dates in your calendar and if you would like further information refer to our website:

[www.acwap.com.au](http://www.acwap.com.au) or email [acwap2019canberra@afp.gov.au](mailto:acwap2019canberra@afp.gov.au)

Take care and stay safe! Jules



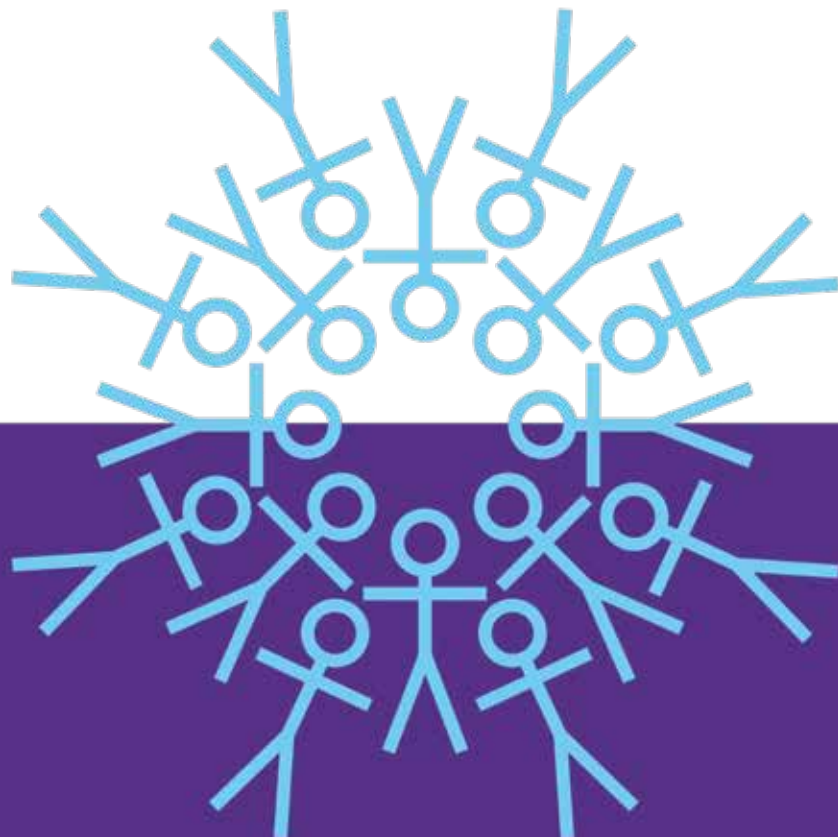
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# Superannuation and Your Will: What You Need to Know



Superannuation is one of the most important investment strategies for many of us, and in some cases, it is the only means of financial support in retirement. For police, superannuation is a crucial asset, especially for those in Queensland who must retire at the age of 60.

I have had the opportunity to work with many police officers in Queensland who have a healthy superannuation fund. However, often there is a general lack of understanding as to how superannuation is dealt with in the event of death.

## IMPORTANT ASPECTS IN RELATION TO YOUR SUPERANNUATION

Some issues which people are not aware of or misunderstand relating to superannuation are:

- Superannuation is not dealt with by your Will. Therefore, if you have formed the view that because you have a Will, your death benefit will be taken care of – you are incorrect.
- When you die, if you have not completed a Binding Death Benefit Nomination nominating a beneficiary for your death benefit, it will be left to the trustee of the superannuation fund to exercise its discretion to determine who will receive your death benefit (this could be your spouse, children, de facto spouse, interdependent). Therefore, your death benefit may be paid directly to your dependents or your estate (i.e. the legal representative of your estate to deal with as an estate asset).
- Many superannuation funds offer their members some form of life insurance (i.e. death cover). Some people are not aware they are paying for death cover through their superannuation. This means that in the event of death, the benefit will increase by the amount of the death cover.

## A COMMON SCENARIO

John is married to Jill. John has two children under the age of 18 years from

a previous relationship. John has around \$200,000 in his superannuation with an amount of \$120,000 death cover. John passes away as a result of an accident.

John does not have a Binding Death Benefit Nomination. Jill has a mortgage of \$300,000, which she now must service alone. Jill makes a claim for John's death benefit to be paid to her as John's spouse. However, John's former spouse also makes a claim for John's death benefit on behalf of John's two minor children.

The trustee determines to divide John's death benefit equally between Jill and John's minor children. As a result of Jill not being able to meet the mortgage repayments on the home, she is forced to sell.

If John had a Binding Death Benefit Nomination, the trustee of his superannuation fund would have been bound to pay his nominated beneficiary his death benefit. In this case, John may have nominated Jill knowing she would not have been able to meet the mortgage repayments on her sole income.

## HOW DO YOU UPDATE YOUR BINDING DEATH BENEFIT NOMINATION?

A Binding Death Benefit Nomination is a document which must be printed and signed in accordance with rules outlined in regulation 6.17A of the *Superannuation Industry (Supervision) Regulations 1994* (Cth). Most superannuation funds have a pro forma Binding Death Benefit Nomination form available to download from the web.

Updating your Binding Death Benefit Nomination can be as simple as printing the correct form and executing it. Most Binding Death Benefit Nomination forms

include specific instructions in relation to signing the form (and the witnesses required). Therefore, it is important you read and follow the instructions as any error or oversight may mean the nomination is invalid.

If you have a self-managed superannuation fund, it is important that you seek advice from your solicitor or superannuation advisor to ensure your Binding Death Benefit Nomination is completed in accordance with the terms in your superannuation fund trust deed.



If you have any questions in relation to your estate plan, including your superannuation and Binding Death Benefit Nomination, do not hesitate to contact me at [chloe@fclawyers.com.au](mailto:chloe@fclawyers.com.au) or (07) 3035 4000. Chloe is a committee member of ACWAP and a Senior Associate at FC Lawyers.



# Our Experience with Triple Zero Property

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**B**uilding wealth is something we all aspire to. Investing strategically in property has long been a proven way to create such wealth.

However, it's knowing where to start, that can sometimes prevent people from delving deeper into property investment.

That wasn't the case for Steve and Julie Bruce. They already had a small property portfolio consisting of three properties in Victoria.

Julie met Paul Mergard, from Triple Zero Property, at the Australasian Council of Women in Policing (ACWAP) Conference in Cairns in September 2017 where they were a major sponsor. Julie and Paul chatted about investing in property and the growth that was happening on the Sunshine Coast. Julie felt comfortable talking with Paul, "He was approachable and friendly, and I found him to be extremely helpful with a no nonsense common sense attitude," Julie said.

The philosophy at Triple Zero is to educate and inform. Julie took home some information and following discussions with her husband Steve, they decided to dip their toe into the property market on the Sunshine Coast. Eight months later they became the proud owners of a beautiful home at Peregian Breeze. "I still can't believe how pleasant and easy the whole experience was," Julie said.

## BUILDING IN ANOTHER AREA

Julie freely admits they were initially concerned by the distance they were from the build and the fact they had never built a house before. "I've only ever heard horror stories about building houses and thought at the time, how on earth can we build a house in Queensland and live in Victoria and not be around?"

Triple Zero Property understands the decision to build can be daunting. This is why they are committed to keeping the client informed every step of the way. Julie said, "Paul made us feel comfortable that if anything came up during the build we would always be consulted prior to anything happening – and he was true to his word."

## COMMUNICATION IS THE KEY

A divide can often happen between a developer, builder and the client when communication is not forthcoming. Triple Zero pride themselves on communicating regularly so the client feels a part of the process, "It is their money and their home, so it is vital they are a part of the process from start to finish", Paul Mergard said.

Julie agrees, "I can't express how professional and caring everyone was throughout the entire process. We received weekly or sometimes daily emails and phone calls, to ensure we were included in all decisions and stages of the build."

## GOING THE EXTRA MILE

For Triple Zero Property you are not a transaction, you are a valued client. Julie and Steve valued the advice Paul provided, "Paul gave advice on some additional features of the home including higher ceilings and security screens which have added value and appeal to the property. Being new to building we were grateful for the advice and are very pleased with the outcome".

## GROWING YOUR PROPERTY PORTFOLIO WITH TRIPLE ZERO PROPERTY

Now they have built their first home and have seen the growth that is occurring on the Sunshine Coast, Julie and Steve



> Julie and Bruce outside their new property.

are considering doing it all again with Triple Zero Property, "We are certainly interested in adding to our portfolio especially in the Sunshine Coast area. With the confidence and experience we have with the team at Triple Zero, we are confident the next build will be our dream home".

## TRIPLE ZERO PROPERTY – HERE TO HELP

Triple Zero Property love what they do. For the team it is so incredibly satisfying to help people create wealth through strategic property investment. Triple Zero put a lot of time and research into choosing the area that meet their strict criteria and only work with select builders and developers to ensure they attain the right outcome for their clients.

Steve and Julie are already recommending the Triple Zero Property Team, "I would certainly use Triple Zero again and have already recommended them to colleagues with glowing references."

If you feel it's time you looked closer at investing in property, Triple Zero Property can assist. Call 1300 897 000 for a no obligation conversation and we will do our best to help.

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# Repurposing uniforms brings unexpected joy



**A simple idea of repurposing old police uniforms has grown to support kids in need across the globe.**

It started out with a clean-up in a Sunshine Coast closet. Yvonne Pattinson OAM was unsure what to do with her daughter Debbie's old Queensland Police uniforms. With a bit of creative thinking Yvonne whipped up some children's clothes out of the uniform material - and in essence, the idea for *Uniforms 4 Kids* was born.

The concept has grown significantly since that day, but the original idea has remained. Uniforms from the Australian Border Force, Queensland Police Service, Queensland Fire and Emergency Services, Northern Territory Police, Fire and Emergency Services, the Australian Federal Police and even Australia Zoo are now being repurposed by Uniforms 4 Kids and then handed back to the organisations and partners to be gifted to children in need.

Known as 'Granny' in some circles, Yvonne is proud that a small idea has grown into something so meaningful.

"Giving the uniforms back to the organisations allows the front-line officers, emergency personnel and wildlife workers to connect with children and families in ways that they are not usually able to," Yvonne said.

Uniforms 4 Kids was recognised on 15 February with an official launch, attended by the Governor of Queensland, the Minister for Home Affairs, Queensland Minister for Police and Corrective Services, Commissioners Colvin, Stewart and Carroll, Ms Stacey Brown representing the Irwin family and Australia Zoo and a number of other important guests. The launch recognised the hard work of the volunteers who sew the clothing and ensure all relevant parts of the uniforms are made into much needed clothing creations for children.

Queensland Police Commissioner Ian Stewart APM said he was proud to be involved in the event.



"It was an honour to host the launch of Uniforms 4 Kids which is helping children in Queensland, Northern Territory and Papua New Guinea. Queensland Police is a proud partner of this initiative."

The Chair of Uniforms 4 Kids, Mr Glenn Ferguson AM said "This is truly an amazing program which brings together so many different aspects of our community with a common cause of helping kids.

It is estimated that at least 5000 items of clothing have already been distributed to charities, orphanages, domestic violence shelters and to the Australian embassy in the Vatican, with some clothing even being blessed by the Pope!

Commissioner Stewart, Terri, Bindi and Robert Irwin and Australia Zoo were announced as Ambassadors for U4K at the launch.

Stacey Brown from Australia Zoo summed up the concept well when she stated:

"The Irwin family and Australia Zoo are honoured to be partnered with Uniforms 4 Kids. Delivering the upcycled uniforms to needy communities is such a wonderful experience, and to see the excitement on children's faces when they are gifted with the clothing makes it all worthwhile."

Uniforms 4 Kids is extremely grateful to their major sponsor Trident Services Australia and to Pacific Motor Group who have donated a vehicle to U4K.



POWERED BY INGENUITY





> Assistant Commissioner Deb Platz, Australian Federal Police with Carmel Fulton, Customer Experience Manager, Pacific Motor Group and Commissioner Ian Stewart APM, Queensland Police Service.



> His Excellency the Honourable Paul de Jersey AC, Governor of Queensland with the wonderful sewers of Uniform 4 Kids.



> Commissioner Andrew Colvin APM OAM, Australian Federal Police, The Honourable Peter Dutton MP, Minister for Home Affairs and Federal Member for Dickson, The Honourable Mark Ryan MP, Minister for Police and Minister for Corrective Services, Queensland State member for Morayfield representing The Honourable Annastacia Palaszczuk, Premier of Queensland, Honourable Paul de Jersey AC, Governor of Queensland and Commissioner Ian Stewart APM, Queensland Police Service.



> Assistant Commissioner Deb Platz, Australian Federal Police with Mr Perry Dollar, Director and Founder of Trident Services Australia and Commissioner Ian Stewart APM, Queensland Police Service.

# Australasian Council of Women and Policing Inc. Notice of Annual General Meeting

**National Convention Centre Canberra**  
**31 Constitution Avenue, Canberra ACT 2601**  
**1pm Thursday 5 September 2019**





# The changing face of New Zealand Police



> Regional Women's Advisory Network (WAN) Chairs, 3rd from left in front Row – Kate Milburn (Senior Advisor Women's Development).

## Nicola Johns

Women's Advisory Network Governance Group (WANGG) Secretariat

**V**aluing Diversity is a core value of New Zealand Police (NZ Police) and our goal is to reflect the communities we serve here in Aotearoa. As part of achieving this we have set the ambitious target of recruiting 50% women and are driving initiatives to recruit, develop, promote and retain women in Police.

### RECRUITMENT

The New Zealand Government's investment in 1800 new cops has given NZ Police a unique opportunity to accelerate the diversification of our workforce. Over the last year we achieved our highest ever recruiting numbers for women, over 36% of new recruits, and the trajectory is continuing to drive upwards. In March we celebrated our largest ever number of female recruits in a single wing, with over 50% women, and in December reached



> The world's most entertaining police recruitment video, targeting 18-24 year olds, women, Māori, Pacific Islanders, and people from all other ethnicities and backgrounds.

the key milestone of 2000 constabulary women in Police.

This momentum is a result of a deliberate recruitment campaign targeting women and diverse communities. The international award winning 'world's most entertaining police recruitment video' made global headlines for the creative and innovative

way it showcased Police. "We know that having people with a range of skills, backgrounds and experiences helps us to make better decisions" says Kaye Ryan: Deputy Chief Executive People & Capability, "it is this diversity in our people that will enable us to deliver on the needs of our communities now and in the future".



> The NZ Police Senior Women Leaders Forum held at the Royal Society, June 2018.

Police have piloted non-residential recruit wings in Auckland City, one of the most diverse cities in the world with more than 200 different ethnic groups. "This pilot followed feedback from potential recruits who told us that the prospect of moving to Wellington for our sixteen-week training course was a barrier to joining Police" says Kaye.

## OUR LEADERS

NZ Police have recognised the vital role our senior leaders have in shaping our future. The Police Commissioner established the Women's Advisory Network Governance Group (WANGG) in 2014 to provide advice to the Executive Leadership Board on how to achieve gender equality. We now have Women's Advisory Networks (WANs) embedded in every district, who identify barriers and opportunities to the WANGG, and support women in police to reach their full potential.

In June the WANGG hosted a Senior Women Leaders Forum with the theme 'Be bold: positively influencing the future of our people'. This brought together fifty of our top female leaders to share their unique perspectives, and drive continuous improvement for the next generation.

In September police took out three awards, a highly commended, and a scholarship at the 2018 ACWAP Excellence in Policing Awards in Perth. Tanja van Peer, Manager National Finger Print Service Centre, received the Council's most prestigious award: the Bev Lawson Memorial Award. "This award is for the most outstanding woman who has been first in any policing or law enforcement activity" says Kate Milburn, Senior Advisor Women's Development, "and Tanja was recognised across Australasia as an



> New Waitematā District Commander Naila Hassan welcomed into her role at a pōwhiri at Hoani Waititi Marae. From left to right is Jacqueline Ellis (National Manager Intelligence), Assistant Commissioner Sandra Venables, Superintendent Naila Hassan (Waitematā District Commander), Superintendent Karyn Malthus (Auckland City District Commander).

outstanding protagonist for women in NZ Police forensic profession".

## THE CHALLENGE AHEAD

While we celebrated a great year of success for women in 2018, we are also cognisant of the challenge we have ahead. Over the next three years we will see 1000 new women begin their careers in police, and so it is now more critical than ever that we reduce bias and barriers to women's promotion, development and retention in Police.

In August the Police Commissioner announced a shift in the default-setting for flexible employment options (FEO). If our people want to work flexibly the default answer is 'yes' and then, 'how do we make this work?' While the Police Executive have set this clear direction, we know that there are still barriers to enabling our people to work flexibly. To support the new policy, police are leading a programme of work which will include; evidence-based research into flexible 24-hour shift rostering, streamlining HR

processes, and culture change initiatives to enable police to be flexible-by-default and ensure flexible options do not undermine career progression or pay. This programme is one of the key focus areas of the police gender pay gap strategy, which is working towards eliminating the gender pay gap in police.

Another challenge we face is the minimal shift in the representation of women in specialist squads. A key focus moving forward is to identify and reduce the barriers to enabling women to be part of specialist squads, or any other roles in police. "Our strategy for women over the next three years will focus on a gender equal police service, and at the heart of this will be how we support these 1000 new female constabulary staff who are changing the face of NZ Police" says Kate. "It is the dedication and passion from every leader at every level that will drive real change in police and enable us to achieve a workforce that reflects our communities and delivers better outcomes to all New Zealanders."





# Strengthening culture and behaviour in the ABF



With movements like #metoo and #timesup, 2018 was a landmark year for gender equality. It was the year women around the world made their voices heard on gender inequality, sexual assault, sexual harassment and female empowerment.

Over recent years, the Australian Border Force (ABF) identified that it is not immune to issues of workplace bullying and sexual harassment, and commenced a broad program of cultural reform to strengthen workplace culture.

Since being sworn in as ABF Commissioner in 2018, Michael Outram APM has made a strong commitment to reform, underpinned by a revised vision, mission, signature values and behaviours as well as high level priorities that will see the ABF realise its full potential.

In late 2018 Commissioner Outram became a member of the Male Champions of Change Institute, which provides an opportunity to work with influential leaders across the private sector and government in redefining men's role in taking action on gender inequality.

This is a meaningful and practical commitment from Commissioner Outram to focus on gender equity and progress change in the ABF, and he along with other ABF leaders are dedicated to a culture that builds respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all ABF officers. ABF's Senior Executive officers have also recently signed a *Statement of Commitment* to affirm their personal commitment to a professional, values-driven culture that embraces diversity and inclusion.

Commander Tharanie Vithanage oversees the Workforce Transformation Branch and is one of the key leaders driving change in the ABF. In this role, Tharanie is responsible for the delivery of workforce reform, workforce strategy



> ABF officers and staff collaborating at ABF Headquarters.

development, and the development of foundational workforce architecture to support an ever-changing and complex operating environment. She also oversees the ABF Culture and Behaviour Taskforce.

In 2018, the Taskforce undertook significant consultation with the workforce, meeting with nearly 900 officers from a range of work areas across Australia. The information the team gathered is helping to form an in-depth understanding of the barriers and levers to effective diversity, inclusion, and cultural change, and to inform some important initiatives.

'The work of this taskforce is critically important. We want all officers to feel safe, valued and confident to contribute

to our vision of being a global leader in border law enforcement and a trusted partner that helps build a safe, secure and prosperous Australia', Tharanie said.

'One of the key initiatives to support an inclusive and safe workplace is Speak Safe—a confidential support and advice service where ABF officers can speak to dedicated and trained officers about harassment, sexual harassment or harmful behaviours connected to our workplace.'

Chris Collingwood, Commander of the Tactical Capability Branch, is another leader who is equally committed to strengthening ABF's culture. Chris is charged with overseeing some of the ABF's specialised capabilities, such as the detector dogs, digital forensics and covert surveillance.





> ABF officers working in an operational environment.



> ABF officers and staff located at the front of ABF Headquarters.



> ABF officer processing a passenger at an international airport.



> ABF officer at an international airport.

Chris is particularly committed to championing and promoting gender equality in the ABF by personally taking action to build inclusive teams. Chris believes it is up to men to allow their actions to speak louder than words.

'I see myself as not only a Commander for the ABF, but also as a leader who can set an example. In the first instance this needs to come from consistently displaying the right traits myself and also maintaining an ongoing conversation with my leadership group and staff about these traits and behaviours', Chris said.

'My goal is to always create an environment of respect and inclusion within my teams and empower them to genuinely create a safer and more

respectful environment within the ABF more broadly.'

'By empowering everyone in the workplace, regardless of gender, social, cultural, religious or ethnic makeup, it allows everyone to experience fairness and equality at work. The key here is for all levels of the business unit to understand the value of this 'way of doing life at work' and willingly take on these traits for themselves, rather than be instructed to act in a certain way.'

'I see my role as setting an example of the standard that is expected in the workplace and this starts with understanding the requirements, modelling the behaviours and then not being a bystander. This includes not letting behaviour and comments that

negatively impact on diversity continue, for example sexist jokes or gender-based comments about how people look or behave. All of these small occurrences build to a culture that stifles diversity and the benefits that it can bring.'

'As with any form of diversity within a group, a gender balance brings a rich mix of experience, thinking, feeling, innovation and cultural wealth to the ABF.'

'I am a firm believer that we're all merely custodians of a role in our workplace. Each one of us should strive to leave every role in a much healthier state than we inherit it. For me, this starts with the way in which we treat each other. We need to build a diversity of strengths and thinking in the team and work in cooperation', Chris said.



# 'In Everything I Do'



Queensland Police Service is committed to building an inclusive and diverse workforce. One in which all employees are valued, included and welcomed. Where people are treated fairly and respectfully and given equal access to opportunities.



In 2018, Commissioner Stewart established the Inclusion and Diversity Restorative Engagement and Cultural Reform Program. This body of work aligns the Queensland Police Service (QPS) with the Queensland Public Sector Inclusion and Diversity Strategy 2015-2020: 'Different background, shared values, one government'. The program is overviewed by our Diversity Champion, Deputy Commissioner Stephan Gollschewski; and sponsored by Deputy Commissioner Tracy Linford, Strategy, Policy and Performance.

"The concept of 'In everything I do' is supported by five drivers to encourage engagement and accountability by all members, regardless of level and role in the QPS."

The QPS Inclusion and Diversity Plan for Action 2016-2018 has now come to an end. The plan contained 9 priorities and 26 action items for completion by the QPS. The priorities and action items

were developed to lay the groundwork for the Service's focus toward achieving inclusion and diversity, particularly in the direction of policy and leadership practices. The QPS is proud to report that



20 action items have been successfully completed. A further six longer term action items have significantly progressed and will be carried forward for completion in the QPS Inclusion and Diversity Plan for Action 2019-2020.

Significant diversity initiatives have been achieved across all regions and commands within the QPS. Of particular note:

- Unconscious bias training has been rolled out across the state, with a focus on creating an inclusive work environment;
- Inclusion and diversity champions have been appointed in workplaces state-wide; and
- Participation in national and international days celebrating inclusion and diversity have been supported across the QPS.

To create an inclusive and diverse workforce, and lasting cultural change in the organisation, there is an ongoing need to be aware that through our actions we have a responsibility to ourselves, our colleagues and the QPS. The theme of 'In everything I do' has

been adopted for the QPS Inclusion and Diversity Plan for Action 2019-2020 to promote this cultural shift.

The concept of 'In everything I do' is supported by five drivers to encourage engagement and accountability by all members, regardless of level and role in the QPS:

- **I embrace differences** by demonstrating the acceptance of another person regardless of the gender, ethnicity, sexual orientation or physical attributes. Acknowledging our differences in diversity of thought, ideas and experiences.
- **I support my community** by actively engaging with the community by building interconnected relationships with community, and private and public-sector organisations. It is our workforce mirroring the diversity within our communities.
- **I value people** by caring for people as human beings and providing a supportive environment where we deliver an inclusive workplace and provide a space to maximise potential.

- **I start conversations** by engaging in honest, open and respectful conversations with our peers and those within the community. Asking questions, seeking feedback and encouraging the sharing of ideas.
- **I believe in better** by the acknowledgement that the QPS is a great place to work, that some of the behaviours and actions of the past are no longer acceptable and that I will do better, and I will only accept better from the organisation, myself and my colleagues.

Whilst the Inclusion and Diversity Restorative Engagement and Cultural Reform Program is working towards maturing our organisational culture of inclusivity and diversity; they are also integrating their work with the principles of Our People Matter Strategy to ensure our members have the best support available to them. We know society is not static; public expectations are constantly evolving, and QPS needs to remain flexible and resilient enough to deal with those changes.

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# Human Trafficking - Look a Little Deeper



**AFP**  
AUSTRALIAN FEDERAL POLICE

The Australian Federal Police and Victoria Police want everyone to **look a little deeper** when it comes to Human Trafficking.

One of the biggest barriers in addressing this crime type is the lack of knowledge about what Human Trafficking actually is, and how it presents here in Australia.

Over the next four years, the AFP is committed to raising awareness. This commitment has resulted in Senior Sergeant Marilynn Ross being seconded from Victoria Police to work with Federal Agent Simone Butcher, National Team Leader, Human Trafficking, to raise awareness on human trafficking and what can be done when it is identified.

Senior Sergeant Ross spent five years in charge of the Sex Industry Co-ordination Unit and worked closely with the AFP Human Trafficking Team. In 2014, she developed a Human Trafficking Information and Awareness Package with Federal Agent Danielle Woodward, titled "Look a Little Deeper" (LALD). This package has been well received and presented to jurisdictions both in Australia and overseas.

*"We now want to update the package and share it with State and Territory Police to ensure a consistent approach across jurisdictions, with a view to identifying and protecting more victims, and prosecuting offenders." Federal Agent Butcher said.*

## PREVALENCE OF HUMAN TRAFFICKING IN AUSTRALIA

The indicators of Human Trafficking and Slavery-like offences can be subtle, and victims seldom come forward. Under Australian Law, there are a number of different Human Trafficking and



> Human Trafficking.

Slavery like crime types, including: Forced Marriage; Forced Labour; Debt Bondage; Trafficking in Persons/Children; Harboursing; Deceptive recruiting; Slavery; Servitude and Organ Trafficking.

Since 1 July 2017, there have been more than 215 human trafficking and slavery referrals made to the AFP. Of these, more than 80 were forced marriage referrals.

## LOOK A LITTLE DEEPER PACKAGE

LALD has been designed with a 'keep it simple' approach, which covers four key questions:

- What is Human Trafficking?
- Where might I see it in my day to day duties?
- What are the indicators?

- What do I do if I suspect human trafficking?

A suite of materials have also been designed to assist police. These include:

- Lanyard/Badge cards detailing indicators and AFP contact details
- Prompt Cards which can be kept in members' folders
- PowerPoint presentations - workplace specific for face-to-face opportunities
- Scenarios which identify indicators
- Awareness video featuring 10 subject matter experts
- Individual interviews with the 10 experts
- Pens with retractable banner detailing indicators

All the materials can be easily adapted for any jurisdiction. They have also been designed to be used in any context – they can be put online for anytime



access, used in the field, or presented face-to-face.

AFP Assistant Commissioner Deb Platz has been an advocate for LALD and its ongoing development.

*"Education is the key, so that police, as first responders can identify what human trafficking is, and act on it. The complex nature of human trafficking requires a collaborative effort between agencies to effectively tackle the problem,"* Assistant Commissioner Platz said.



> Fold out card from Look a little deeper package to assist members with identifying Human Trafficking.

## EVERYONE HAS A ROLE TO PLAY

The AFP is the lead agency for Human Trafficking offences but Senior Sergeant Ross believes that everyone has a role to play in addressing this crime type.

"It is the State and Territory Police who are more likely to come across this crime type. Police are the eyes and ears out there

working the streets, and the ones who will see and hear things. We need to work together to make sure we do all we can to protect victims and prosecute offenders. Police know when something is not quite right, so that's why we want members to ask more questions and look a little deeper."

## FOR MORE INFORMATION

If you would like more information about the LALD package please contact Senior Sergeant Marilyn Ross or Federal Agent Simone Butcher at the Australian Federal Police  
Look-a-little-deeper@afp.gov.au



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# ACT Policing hitting where it hurts most – the bottom line



The ACT is now the only Australian jurisdiction without anti-consorting laws. While the preventative laws have been implemented with some effect in other states, the AFP's ACT Policing is using other methods to target and disrupt organised crime, including outlaw motorcycle gangs. Two women are at the forefront of ACT Policing's efforts, hitting criminal syndicates where it hurts most – the bottom line.

**F**our days before Christmas, a targeted traffic stop on the Federal Highway just outside Canberra made headlines. Officers from the AFP's ACT Policing Crime Disruption Team seized around 10,000 hits of methylamphetamine worth approximately \$750,000. Police believe the drugs were destined for the annual *Summernats* car festival. Away from the media spotlight, the Financial Intelligence Team started working to lockdown any assets acquired with the proceeds of this crime. Among them, Detective Sergeant Rachel Batterham and Field Intelligence Officer, Angela Poole.

Rachel joined the AFP in 2003, fulfilling a childhood ambition, "I knew this is what I'd be doing. From primary school I wanted to be a police officer and I've never changed my mind." Starting in general duties, Rachel moved into Criminal Investigations where she worked with the Sexual Assault and Child Abuse Team and the Criminal Assets Investigations Team.

Angela, an unsworn appointee, admits tackling fraudsters and organised crime was never a consideration. "I started with the AFP in 2006 with Procurements and Contracts. Never in a million years would I have thought I'd be doing this!" But a supervisor saw something in Angela and encouraged her to obtain experience in intelligence roles. She learnt whatever she could about intelligence, teaching herself Analyst Notebook, and taking on extra



> Drug seizures from the arrest.

work until she landed an Intelligence role with ACT Policing.

Operating in a jurisdiction without anti-consorting laws, ACT Policing is working another angle – criminal finances and confiscation of criminal assets (COCA) and Rachel says it's changed the way they do business. "It's a lot more than just restraining assets. Now we are actually digging and doing the financial investigations with other external agencies like AUSTRAC and the Australian Tax Office to really explore people's finances and consider people's unexplained wealth."

In response to increasing arrests, the ACT's Director of Public Prosecutions appointed four additional COCA –dedicated prosecutors. According to Rachel, that's meant prosecutors have had the time and motivation to say 'What else can we do to disrupt and actually have an impact, specifically on outlaw motorcycle gangs?'

Unlike the pre-Christmas arrest, you won't hear much about Rachel or Angela's work. Partly because they don't want savvy crooks to start hiding their assets, but also because most people





> Detective Sergeant Rachel Batterham (standing) and Field Intelligence Officer Angela Poole at work.

think fraud is boring. Angela disagrees, "It's a bit like doing a jigsaw puzzle and you've got 20 pieces but there's another 2,000 missing. Once you work out what's happening – it's literally like winning lotto."

We started with a single bank account. "By the time I finished building the intelligence picture I had two offenders with four million dollars that had gone off-shore and we sent that INTEL brief to our Liaison Officer which raised the interest of local police."

Although the Financial Intelligence Team (FIT) offers a degree of flexibility in terms of work hours and location, Rachel says it's not somewhere to simply punch the clock. "People sometimes wrongly assume that FIT is a place you come to have a breather and in actual fact, it's the opposite. It's incredibly fast paced and the reality of losing assets if you don't act quickly and get a restraining order issued quickly – is absolutely reality. People dispose of assets, sell houses, cars and try and get rid of money. Sometimes that means what we do is very stressful and there's a lot of pressure to lock those assets down before something happens to them. It's



> Drug seizures from the arrest.

the supreme tool of disruption. It stops criminals in their tracks because they have to go back to basic crime to rebuild their wealth."

"It always comes back to money," Rachel says. "You don't see it and you don't hear it, but those people who

funnel tens of thousands of dollars to a scammer – their lives are ruined."

Angela has her own philosophy. "Fraud is worse than murder. When you're dead you no longer feel pain but fraud is a crime victims suffer from for life."



# Encouraging societal change through joint agency patrols



**Australian  
BORDER FORCE**



> JCBP March 2018 Patrol members.

The Australian Border Force (ABF) has been conducting Joint Cross Border Patrols (JCBP) with Papua New Guinea (PNG) for over two decades. These patrols are critical in fostering strong relationships between Australian and PNG law enforcement agencies and enable strong border management of the Western Province region of PNG and the Torres Strait Island region of Australia.

Established in 1997, the patrols are an international, multi-agency effort comprising the ABF, the Department of Home Affairs, the Department of Foreign Affairs and Trade, Australian Federal Police, Queensland Police

Service, PNG Customs, Immigration and Citizenship, and the Royal PNG Constabulary. Arranged by ABF Northern Command, the patrols are instrumental in improving the quality of life to people in the Western Provinces in PNG by providing access to both Australian and PNG law enforcement agencies.

Home Affairs Officer Nadine Jones embedded within the ABF, has seen firsthand the significant impact the patrols have. "They not only improve the way policing and border management is conducted, but they encourage societal change", Nadine said.

Gender imbalance within PNG is a developmental challenge and the role of Australian female officers working on the JCBPs are influencing this. "Since the introduction of female Australian officers, it has been incredible to see the effect this has had on the attendance numbers of female PNG representatives. On my last patrol, visiting Morehead, a PNG female nurse was invited to present the health issues of the region by the local Mayor", Nadine said.

The patrols are integral to supporting the protection of Australia's Northern border and are supported by a range of ABF assets including helicopters and





> Patrol Members with Morehead representatives, Morehead PNG.



> Selfies with locals.



> Hard at work.

maritime vessels. On average, patrols occur three to six times a year, and officers travel to isolated villages and islands within Western Province PNG and the Torres Strait archipelago of Australia. The policing capability by PNG in remote localities are strengthened with the support of the ABF. These patrols enable Australian and PNG authorities to reach these remote locations and engage with communities on a range of issues.

'When I am out on patrol engaging with the village people I like to take "selfies" with the local children and watch their faces as they see themselves

for the first time. As they have never had access to mirrors or reflective objects, they are sometimes in disbelief. Their reactions range from awe and shyness to uncontrollable laughter and those are the kind of memories I will cherish for years to come', Nadine said.

Over the last two years, there has been multi-agency collaboration to refocus the patrols and strengthen their strategic intent. Through a joint effort by all Australian agencies involved, the patrols are able to produce a report aligned with a Whole of Australian Government strategic direction. These reports have become a critical component in

sourcing the emerging issues within these regions and are beneficial to both countries law enforcement agencies. These patrols are an integral part of our regional border strategies to build capability and infrastructure with our regional partners to protect the border from risks such as people smuggling and trafficking of illegal substances.

The proactive and bi-lateral operational activity of the JCBPs have maximised the benefits to the Australian Government and encouraged consultation with other islands to commence similar patrols and further strengthen our border management practices.





# 'The Power of Many Equals'

## Professional Development Seminar



> Commissioner Chris Dawson, WA Police Force, addresses the audience at *The Power of Many Equals*, Perth.

**T**he Australasian Council of Women and Policing, (ACWAP) supported by the Western Australia Police Force hosted 'The Power of Many Equals' Professional Development Seminar and 20th Annual Excellence in Policing Awards in Perth, Western Australia in September.

The three-day multi-faceted event was 18 months in the planning, and saw more than 400 law enforcement delegates from across Australasia - including Papua New Guinea, Fiji, Indonesia, and the Netherlands come together to learn and reflect on new attitudes towards equality and diversity.

The program of international, national and local speakers and panellists - including six police Commissioners - discussed and challenged theories and

progress around diversity and inclusion; cultural change; making bold decisions; and expanding your own capacity to create the future.

An enlightening presentation by Retired Royal Canadian Mounted Police Chief Superintendent, now Associate Professor Ms Angela Workman Stark, focused on unconscious bias, inclusion, and leading from the inside out.

There was a candid presentation by Western Australia Cricket Association CEO, Ms Christina Matthews on her experience living, working, and driving cultural change within both the WA and Australian cricket teams.

"*Losing Identity, Gaining Humanity*" was an emotional and inspiring address by Dr Gill Hicks AM MBE, survivor of the 2005 London terrorist train bombings. A key

message Gill shared was that 'somebody, somewhere is feeling the effects of something you have said or done,' and that we all have a responsibility to be kind to one another.

Delegates also heard from Professor Lyn Beazley AO about how to manage change with resilience and aligning passion with determination and hard work. The event concluded with a presentation by Phebe Cho on how to break through the invisible ceiling to achieve your goals.

Other presentations included a number of panel sessions exploring whether anything has changed regarding equality and diversity and how being courageous ensures life-long learning. Delegates also learned about cultural diversity and inclusion in the



> Satchels.



> Young Leaders Session attendees and speakers with Commander Jo McCabe, WA Police Force.



> Commissioners Panel facilitated by Assistant Commissioner Kellie Properjohn, WA Police Force.



> Welcome Reception at the State Reception Centre in Kings Park – Commissioner Chris Dawson, WA Police Force, President of ACWAP Assistant Commissioner Debbie Platz, Superintendent Kate Taylor, WA Police Force and former Superintendent Mary Brown, WA Police Force.

workplace as well as mindfulness in the corporate world.

Project Director, Superintendent Kate Taylor said that ACWAP and the WA Police Force were able to deliver a fantastic event. "This was a great professional development opportunity, and feedback received from delegates and VIPS alike indicates that attendees walked away informed and inspired. Congratulations to all of the award winners for the recognition of their outstanding work, and a sincere thank you to everyone who contributed to the success of the event."

The philosophy of ACWAP also includes taking opportunities to 'give back' to the community, particularly in regard to developing future leaders. In Perth, the organising committee decided to run a

**"This was a great professional development opportunity, and feedback received from delegates and VIPS alike indicates that attendees walked away informed and inspired."**

'Young Leaders' session which saw 53 female Year 11 students from 14 different schools attend a half-day conference of their own. Attendees heard from four keynote speakers and participated in a panel discussion. In addition, they also heard from Commander Jo McCabe and Commissioner Chris Dawson from the Western Australia Police Force.

The commitment to the empowerment and development

of women extended to the seminar satchels that were provided to delegates. The satchels were handmade in India by an organisation called *Freaset* which provides employment to women who have been rescued from, or would otherwise be vulnerable to sex trafficking.

The next ACWAP Conference will be hosted by the Australian Federal Police in Canberra in September 2019.





# ***ACWAP Excellence in Policing Awards 2018***

The achievements of some of the leading women and men in law enforcement have been recognised with the announcement of the annual Australasian Council of Women and Policing Excellence in Policing Awards 2018. Now in its 20th year, the awards publicly acknowledge and reward those who are contributing to improving policing and law enforcement and ensuring policing services are enhanced for women.





The Australasian Council of Women and Policing (ACWAP) has been participating in the global network of women in policing since it was established in August 1997. It consists of women and men within law enforcement agencies and the community who work together to improve the opportunities and services provided to women within the community.

The awards dinner was held at Crown Perth on 13 September in conjunction with *The Power of Many Equals* Professional Development Seminar, co-hosted by ACWAP and the Western Australia Police Force in Perth, Western Australia.

Winners of the award categories for 2018 are listed below:

### MOST OUTSTANDING FEMALE ADMINISTRATOR

The winner of the Most Outstanding Female Administrator Award, sponsored by **Crimsafe Security Systems**, is Sergeant Kevlynn Janz from the Queensland Police Service. Commencing in 2015 as the first administrator of Police Citizens Youth Club (PCYC) in Queensland, Kevlynn focused on creating a detailed and task-oriented process to manage a dispersed workforce of police officers and staff members from Thursday Island to Surfers Paradise. For the past three years, Kevlynn has maintained an informal women's support and recruitment network, assisting current female managers and aspiring managers to find careers in PCYC and the youth program space. Her commitment to see community programs delivered for women in as many locations as possible drives her administrative excellence.



> Winner of the Most Outstanding Female Administrator Award, Kevlynn Janz, accompanied on stage by Crimsafe Security Systems Chief Operating Officer Derek Tidey and ACWAP President Debbie Platz.

### MOST OUTSTANDING FEMALE INTELLIGENCE PRACTITIONER

The winner of the Most Outstanding Female Intelligence Practitioner Award, sponsored by the **Australian Institute of Professional Intelligence Officers**, is Inspector Jodie Di Lallo. Jodie is a very experienced and highly regarded member of the State Intelligence Portfolio within the Western Australia Police Force. She has a strong contemporary knowledge of all facets of covert policing methodology, and is regularly relied upon for strategic operational advice.



> (LtoR) ACWAP President Debbie Platz, award winner Inspector Jodie Di Lallo, and Dr Gillian Wilson, Australian Institute of Professional Intelligence Officers. Anne Mellor from the Australian Federal Police was also recognised with a highly commended award in this category.



> (LtoR) ACWAP President Debbie Platz, highly commended recipient Anne Mellor and Dr Gillian Wilson, Australian Institute of Professional Intelligence Officers.

### MOST OUTSTANDING FEMALE INVESTIGATOR

The winner of the Most Outstanding Female Investigator Award, sponsored by **Queensland Police Union of Employees**, is Detective Senior Constable Lisa Metcher from Victoria Police. A disciplined and resolute investigator, Lisa's management of the investigation into the 1995 murder of Ricky Balcombe, known as Operation Carlow, is testament to her character and determination. The compassion and professionalism Lisa showed when dealing with family of the victim, and

at times extremely difficult witnesses, is a credit to her. Cold cases are by their very nature the hardest investigations to solve and secure a conviction, but Lisa's dedication, hard work and sheer determination paid off when a guilty verdict was reached.



> Queensland Police Union of Employees President, Ian Leavers with award winner Detective Senior Constable Lisa Metcher and Debbie Platz, ACWAP President. Joanne Henderson, a victim identification investigator with New Zealand Police, was recognised with a highly commended award in this category.



> Highly commended recipient Joanne Henderson, with award presenter Queensland Police Union of Employees President, Ian Leavers and Debbie Platz, ACWAP President.

### MOST OUTSTANDING FEMALE LEADER

The winner of the Most Outstanding Female Leader Award, sponsored by **Executive Central**, is Inspector Freda Grace. Freda is an inspirational and influential leader who has made an outstanding contribution to the New Zealand Police, the wider community and the advancement of women in Police. Freda leads with authenticity, courage and wisdom. She breaks down the perceived barriers surrounding the advancement of women in the New Zealand Police, and she takes the time to guide others along the path she has blazed.

*Continued on page 26*



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> ACWAP President Debbie Platz, award winner Inspector Freda Grace and Executive Central Director, Reyna Matthes. Inspector Danielle Leemon from Victoria Police was recognised with a highly commended award in this category.



> A high commendation is awarded to Inspector Danielle Leemon, Victoria Police.

## MOST OUTSTANDING FEMALE PRACTITIONER

The winner of the Most Outstanding Female Practitioner Award, sponsored by the **Police Association of New South Wales**, is Tasmania Police Constable Tania Curtis. Tania is an inspirational leader, mentor and forensic practitioner within Tasmania Police Forensic Services. Her personal drive and initiative enables her to focus directly on learning and developing her own skills in this demanding field. Professionally, Tania is recognised across the country as an individual with considerable expertise in a variety of forensic fields. Her willingness to share her knowledge to professionally develop colleagues enhances Tania's value as an integral and respected member of Tasmania Police Forensic Services.



> Police Association of NSW award presenter Kristie Lee Wright with award winner First Class Constable Tania Curtis and Debbie Platz, ACWAP President. Sergeant Tina Edward from Queensland Police Service and Senior Constable Tania Fox from Victoria Police were also recognised with highly commended awards in this category.



> A high commendation is awarded to Sergeant Tina Edward, Queensland Police Service.



> A high commendation is awarded to Leading Senior Constable Tania Fox, Victoria Police.

## EXCELLENCE IN LAW ENFORCEMENT IN THE ASIA PACIFIC REGION

The winner of the Excellence in Law Enforcement in the Asia Pacific Region Award, sponsored by **Tait Communications**, is First Constable Valentina Kowa. Valentina has qualified as the first female canine handler in the Royal Papua New Guinea Constabulary. Her achievement has shown dedication in empowering women and giving hope that all officers, regardless of gender, can gain recognition in a specialist policing field. Valentina has displayed significant courage in pursuing a non-traditional career path, overcoming prejudice and exclusion in the workplace to succeed in her career dream.



> (LtoR) ACWAP President Debbie Platz, award recipient Valentina Kowa and Tait Communications Santo Gabriel. Constable Annette Meprike from the Royal Solomon Islands Police Force was recognised with a highly commended award in this category.



> A high commendation is awarded to Constable Annette Meprike Royal Solomon Islands Police Force.

## EXCELLENCE IN LAW ENFORCEMENT FOR WOMEN INITIATIVE

The Excellence in Law Enforcement for Women Initiative Award, sponsored by **TripleZero Property Group**, was won by the Queensland Police Service's *Connected Women* Program. *Connected Women* is a unique, vibrant initiative, designed especially for young, newly-arrived refugee Muslim women. The Queensland Police Service works in partnership with the Islamic Women's Association of Australia across the nine weeks of the program, which is led by women. Senior female police mentors are incorporated to empower and educate the participants, with the aim of increasing reporting and improving their accessibility, safety and human rights.



> The winner of the Excellence in Law Enforcement for Women Initiative Award was 'Connected Women' Queensland Police Service. Janelle Andrews the program manager received the Award from Triple Zero Property Group National Manager Paul Mergard.

## EXCELLENCE IN RESEARCH ON IMPROVING LAW ENFORCEMENT FOR WOMEN

The winner of the Excellence in Research on Improving Law Enforcement for Women Award, sponsored by **Queensland Police Service**, is Claire Bibby from the New Zealand Police. Claire's exceptional research makes a significant impact on developing strategies that contribute to better communication between police





and people of different gender, demonstrating her passion and integrity for policing at national and international levels. Throughout the research period, Claire demonstrated absolute commitment to research excellence. Her nomination is based not only on her meticulous research and scholarship, but also on its significant contribution in the area of policing and empowerment of women. This research is particularly important for the link it creates between the commitment of New Zealand Police in national policing, with the agency's commitment to international policing and the implementation of the UNSC resolution 1325.



> Commissioner Ian Stewart, Queensland Police Service, presented the winner of the most outstanding research award to Senior Sergeant Claire Bibby.

## GRIFFITH UNIVERSITY WOMEN IN POLICING SCHOLARSHIP

The **Griffith University Women in Policing Scholarship** was awarded to Detective Kelly Foster from the New Zealand Police. Kelly is currently undertaking a Master of Science degree in Child and Family Psychology at the University of Canterbury, Christchurch. Her thesis is to examine the potential links between a non-offending contact with police and future criminality by youth in New Zealand. There is a great deal of potential for this research to have impact across New Zealand and the wider South Pacific.



> Dr Jacqui Drew presented the Griffith University Women in Policing scholarship to Detective Kelly Foster, who was accompanied on stage by ACWAP President Debbie Platz.

## SPECIAL ENCOURAGEMENT AWARD

This year the judging panel also presented a Special Encouragement Award to Constable Mel Pitout from the Western Australia Police Force. In 2017, Mel was transferred to Kellerberrin, where she soon became acutely aware of the financial and social challenges facing some of the town's families and children. Working with the Community Resource Centre, local businesses and her colleagues at the police station, Mel conceived, organised and implemented the Kellerberrin Food Pantry, a local initiative that operates twice a week to provide free food hampers to families that are experiencing hardship and disadvantage.



> ACWAP President Debbie Platz presented the Special Encouragement Award to Constable Mel Pitout.

## INTEGRITY AND COURAGE AWARD

The Integrity and Courage Award, sponsored by **QBank**, acknowledges the personal commitment required to make law enforcement and the community better for everyone. It is an opportunity to recognise more than just physical bravery, seeking to also recognise the courage and integrity of the circumstances where someone has the time to think about the implications of their actions and the impact those actions will have on their career, their family and themselves. It includes resolving conflict or situations that require challenging established beliefs or practices and/or protecting others who are affected by unlawful, dangerous, discriminatory or unethical practices or events.

This year the award was presented to Senior Constable Catherine Nielsen from the Queensland Police Service. On 29 May 2017, Catherine found herself

involved in a critical policing incident near Gatton, Queensland, which claimed the life of her colleague and friend, Senior Constable Brett Forte. Under heavy fire after being ambushed by a dangerous and heavily-armed offender, Catherine showed immense courage to return fire to repel the offender. She valiantly made every effort to try to save the life of Senior Constable Forte. Following this tragic event, Catherine has supported other police involved in the incident, and has continued operational policing and championing workplace activities. Her actions have highlighted her immense courage, dedication and integrity.



> The award was presented by Q Bank Chief Executive Officer, Mike Curry. The winner of the award, Senior Constable Catherine Nielsen, was unable to be there on the night, however Senior Sergeant Julie Cooling accepted the award on her behalf.

## CHAMPION OF CHANGE AWARD

The Champion of Change Award is sponsored by the **Western Australia Police Force**. This award acknowledges the individual and/or collective influence and commitment of men towards improving law enforcement for women. It also acknowledges the important role men play in increasing female representation in leadership within law enforcement, and how law enforcement is delivered to women in the community. Areas of particular focus are how the Champion has achieved a real change in workplace culture and mindset, and empowered both women and men within law enforcement to advance gender equality and improve policing for women.

This year's Champion of Change is Detective Senior Sergeant Daren Edwards from the Queensland Police Service. Daren has demonstrated

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unwavering belief, support and commitment for advancing and mentoring female officers and staff to aspire and achieve. This has led to many successes, in both his own work unit and in other areas, which have greatly improved the culture to support and embrace diversity. The effects have been realised with the empowerment of many women within the Sunshine Coast District. Daren has inspired them to believe in their abilities and to challenge themselves, with some improving the balance between work and personal responsibilities. Whether working with victims of crime or liaising with other agencies, Daren's genuine nature and respect for all women in the wider community has held him in high esteem.



> Awards Host and Western Australia Police Force Commissioner, Chris Dawson with the winner of the Champion of Change Award Detective Senior Sergeant Daren Edwards, and ACWAP president Debbie Platz.

### BEV LAWSON MEMORIAL AWARD

The Bev Lawson Memorial Award, sponsored by **FC Lawyers**, is the Council's most prestigious award and recognises the most outstanding woman who has been first in any policing or law enforcement

activity or support service. The Award is in honour of the ground-breaking achievements of Bev Lawson who, as a former Deputy Commissioner of the New South Wales Police Force, was Australia's most senior woman in policing until her untimely death in 1998.

This year the Award is presented to Tanja van Peer from the New Zealand Police. Tanja is an outstanding protagonist for women in the New Zealand Police forensic profession. In 2013, Tanja became the first and only woman in New Zealand Police Fingerprinting Section's 115-year history to be appointed as a manager and Principal Fingerprint Officer of a Regional Crime Prints Fingerprint Section. Tanja's natural leadership was recognised again when she was appointed as the inaugural manager of the National Fingerprint Service Centre in New Zealand upon establishment in 2016. She is an inspiring leader, who empowers those around her and works tirelessly to significantly improve the efficiency and effectiveness in fingerprint service delivery to provide quality of outcomes for victims.



> Chloe Kopilovic of FC Lawyers, winner of the Bev Lawson Award Tana Van Peer, New Zealand Police and Debbie Platz, ACWAP President.

### AUDREY FAGAN MEMORIAL AWARD

The Audrey Fagan Memorial Award, sponsored by the **Australian Federal Police**, honours the memory of Assistant

Commissioner Audrey Fagan APM, who was the ACT's Chief Police Officer at the time of her death on the 20 April 2007. The Audrey Fagan Memorial Award recognises outstanding women who have shown exceptional qualities as a mentor, role model and leader in law enforcement. The recipient of this award is chosen by a selection panel from all of the 2018 award nominees.

This year the award is presented to Brevet Senior Sergeant Sheryl Jackamarra from the Western Australia Police Force. Sheryl is the Officer-in-Charge of the remote Burringurrah Multi-Functional Police Facility, 480 kilometres east of Carnarvon. In this isolated Aboriginal community, Sheryl is more than just the local police officer - she is involved in the local school, coordinates community events and takes the lead role when emergencies occur, particularly flooding from cyclones. Sheryl provides inspirational leadership to her community and serves as a positive role model for Aboriginal members of her community, especially females.



> ACWAP President and Assistant Commissioner of the AFP Debbie Platz, presented the award on behalf of Commissioner Colvin AFP, who was unable to be there on the night. The Audrey Fagan Memorial Award was presented to Sergeant Sheryl Jackamarra, Western Australia Police Force.

# 21st Annual Excellence in Policing Awards 2019

**Nominations Open: 1 April 2019**

**Awards Dinner to be held on Wednesday 4 September 2019**

**For further information go to [www.acwap.com.au](http://www.acwap.com.au)**

**Register your interest: [ACWAP2019Canberra@afp.gov.au](mailto:ACWAP2019Canberra@afp.gov.au)**



# Success for First Female RPNGC Dog Handler

**Steve Shackell**

Inspector, PNG-APP Special Operations



> First Constable Kowa during her speech at the ACWAP Awards.



> First Constable Valentina Kowa with her award.



> First Constable Kowa with FEDD Stella and PNG Police Minister, The Honourable Jelta Wong MP.

**F**ive years in the making and a tremendous success was felt throughout the Pacific nation of Papua New Guinea (PNG) with the Royal Papua New Guinea Constabulary's first female dog handler, Valentina Kowa, winning the prestigious 'Excellence in Law Enforcement in the Asia Pacific Region' at the Australasian Council of Women and Policing Awards in Perth in September 2018.

First Constable Valentina Kowa has been with the Royal PNG Constabulary (RPNGC) for a period of five years and has been at the Bomana Directorate for the last four years, being the only female stationed there. During her first year, Valentina was not allowed to associate with operational members, or utilise any vehicles belonging to the Directorate. By the second year she could talk to the other Directorate members and by the third year, she was allowed in the vehicles. During her time with the Directorate, Valentina was assisting

with the dog's welfare and was the recognised kennel hand, which involved cleaning the kennels and walking the dogs.

Despite knowing that she was considered the least valued member in the workplace, Valentina appreciated her duties because it gave her the ability to get to know the dogs and learn how to listen and react to them. The initial few years with the Directorate was hard for Valentina and she struggled, but she was determined to meet her career goal of becoming a dog handler.

In 2017, the Papua New Guinea – Australia Policing Partnership (PNG-APP) Advisors observed the dedication and strength in Valentina and appreciated her endurance to get to her goal, despite huge obstacles. Discussions were had with RPNGC Executive and Valentina was accepted onto the first ever Firearms Explosive Detection Dog (FEDD) course held in PNG; this was an eight-week course at the newly renovated Bomana

Directorate, work that was done to assist the RPNGC to prepare for APEC PNG 2018.

Valentina was one of 14 handlers to undergo the initial dog courses and completed all aspects with flying colours. This was a major turning point, not only for Valentina but for women in the RPNGC; in her own words, "follow your dreams and you will achieve them".

Valentina successfully graduated with all other members after passing the strict and often testing course with her dog, FEDD Stella. Valentina has gone on to operationally deploy with FEDD Stella at various APEC meetings during 2018, with great results.

During her acceptance speech, Valentina made mention of the great work and support provided by the PNG-APP, not just to herself but for the RPNGC Directorate, and in particular her award-nominator PNG-APP Advisor Steve Shackell, for believing in her and the program.



# Congratulations to Constable Tania Curtis for her Achievements



Congratulations to Constable Tania Curtis from Forensic Services – awarded Most Outstanding Female Practitioner at the 2018 Australasian Council of Women and Policing (ACWAP) Excellence in Policing Awards recently.

**"T**ania is an integral and respected member of Tasmania Police Forensic Services with expert skills and knowledge in this demanding field," said Inspector Grant Twining.

"She is a skilled forensic practitioner and inspirational leader and mentor recognised across the country as an individual with very considerable expertise in a variety of forensic fields.

"I take this opportunity to congratulate Tania on her award and thank her for the valuable contribution she makes to the field of Forensic Services and Tasmania Police."

Receiving the Most Outstanding Female Practitioner Award, sponsored by the Police Association of New South Wales, in Perth WA, Constable Curtis said:

"To Commissioner Hine, Inspector Twining, and Tasmania Police, thank you for providing me with the support and opportunity to pursue my passion for crime scene examination, learning and teaching.

"My policing journey has provided me with a wide view of humanity. I have seen the best and the worst. It has shown me my strengths and weaknesses, provided me with amazing friends and the opportunity to help my community."

She dedicated her award to the late Sergeant Bec Bain who died of cancer several years ago.

"I am honoured to receive this award and dedicate it to former Tasmania Police officer, now dearly departed, Bec Bain. Bec was my best friend, an amazing human and a fantastic police officer. She inspired me to be a better person. She was strong, loyal and honest and I shared many of the best and worst moments of my life with her."

Tanya is also one of two members, from Tasmania Police, to receive the Australian Police Medal (APM) during the recent 2019 Australia Day Honours.



> Constable Tania Curtis during her speech in response to accepting the award for Most Outstanding Female Practitioner Award at the 2018 ACWAP Excellence in Policing Awards.

Congratulations Constable Tania Curtis and Sergeant Rodney Stacey who both receive the Australian Police Medal in the Australia Day Honours.

In congratulating them, Commissioner Hine said:

"I would like to congratulate the two recipients who are both shining examples of diligent and dedicated officers of the police service.

"The Australian Police Medal is given careful consideration and it is something very few officers experience in their career."

"Constable Curtis is a recognised diligent and active member of Tasmania Police with a career spanning over 24-years, predominately in scientific and forensic roles, and is a worthy recipient for her contribution to policing and community safety in Tasmania.



> Congratulations Constable Tania Curtis and Sergeant Rodney Stacey who both received the Australian Police Medal in the Australia Day Honours.

"Sergeant Stacy has received many letters of appreciation, certificates of commendation and recognition over his 31-year career because of his devotion to duty, diligent service and exceptional leadership, making him an equally worthy recipient."

Well done officers for your exceptional achievements.





# Some **STAND** taller than others!



The last three years the Mallee has felt a disturbance in the atmosphere and this time it wasn't the all too familiar dust storms rolling through.

## Bec Olsen

Superintendent, WD6 Divisional Area Commander, Victoria Police



> From left – Hannah Wall, Roczen Hilton, Senior Sergeant Dan Hilton, Dakar Hilton.



> From left – Superintendent Rebecca Olsen, Senior Sergeant Dan Hilton, Assistant Commissioner Cindy Millen.

Senior Sergeant Dan Hilton whilst stationed in the Western Region Division (The Division) as the capability officer quickly saw the need to challenge the status quo and ask the hard question “*What can good men do in support of women in our workplace?*” Dan’s high-profile career pathway previously through many areas were where males dominated the landscape. He was faced with the reality of the obvious imbalance in Regional Victoria and he embarked on a journey of self-awareness..... it grew and grew to include so many more. His clear vision in support of the most remote and regional parts of Victoria were born – a place to gain and share knowledge, empowering people to learn from others and better understand the world as equals.

As a STAND practice leader, he already understood the expectation that this elite cadre of leaders had been provided, with additional knowledge and the confidence to model better practice leadership required to drive

culture change. There are many practice leaders but Dan took his responsibility to a whole new level and truly walked the talk. He developed an awareness package that was delivered both internally and externally, one that challenged the bias and beliefs that our members held. Not afraid to have the hard conversation and challenge the norm making many clearly uncomfortable in the room, he was eloquent, progressive and articulate, advocating for self-awareness. Forums were held across the Division to all work units exposing a cross section of employees. In his external presentations to the many football clubs in the remote far flung townships emerging from their gender fog, from where history of the men’s sport overshadowing the efforts of the many successful efforts of elite women’s sport – he challenged them and gave them a language that was shared.

Dan understood our obligations as a significant organisation in a region that suffers double the state average in

Family Violence, to advocate for gender equity and web of protection that our community provides.

Across the Mallee we have seen Dan’s influence inspire and motivate many women to embark on the career of *their* choosing, with the increase in female applications for development EOI’s, promotional pathways and flexible workplaces. An increase frontline female representation to 31% and the investigative units to 27%. Not time to celebrate I hear you say? From where we have come from, Mallee women think it is. This is the highest historically and we continue to grow. He had the courage to share more female stories rather than male stories and call out the behaviour that was always unacceptable. Many women have benefited by his alliance standing side by side – I am one of them. By improving our gender literacy Dan is reducing the imbalance. One of the very many good men, Dan is a reminder that this journey is one shared with our male colleagues.



# Australasian Indigenous Family Violence Policing Conference

19 – 21 June 2019, Cairns Convention Centre



> Cairns Convention Centre by COX Architecture.

National and international initiatives to reduce domestic violence is the focus of the 3rd Australasian Indigenous Family Violence Policing Conference, to be held in Cairns this year. The Northern Territory Police founded the conference concept, hosting the first event in Alice Springs in 2017 and the second in remote Yirrkala in 2018. The Queensland Police Service (QPS) will host the 2019 conference, the event coinciding with the Indigenous Mayors Summit and Regional Executive Leadership Team meeting, from Wednesday 19<sup>th</sup> June to Friday 21<sup>st</sup> June.

The conference initiative will bring together the best local, interstate and international speakers from a pool of Traditional Owners, Aboriginal and Torres Strait Islands community leaders, police and anti-domestic violence professionals, sharing strategies to reduce domestic violence within Indigenous families. The three-day event will provide police from all jurisdictions a forum to engage together in open discussion with positive and workable solutions to policing Indigenous communities, protecting family members and each other.

Christine Anu, iconic Indigenous entertainer and Australian national treasure, will MC the event. Keynote speakers include Professor of Nursing and Midwifery at Central Queensland University Gracelyn Smallwood, of Biri descent; Karyn McCluskey, Chief Executive for Community Justice Scotland; Chief Robert Davis from the Lethbridge Regional Police Service, Canada; Best Supporting Actress award winner for 'Grace' in Once Were Warriors, Mamaengaroa Pere; and Dr Timothy White from Kapani Warriors. The conference will include Indigenous



performances, the Gala Dinner and an exhibition of Aboriginal and Torres Strait Islands artworks.

The Wawilak Sister 'baton' was passed to QPS delegates at the Yirrkala Aboriginal Family Violence Policing Conference, in recognition of our turn to host the event. The Wawilak Sisters traversed Arnhem Land with their children, setting law, hunting, gathering and singing to the country. Their practices laid the foundation for important learning ceremonies used by future generations. This significant carving was inspired by Dreamtime and crafted by artist Dhumarrwarr Marika, member of the Rirratjingu Aboriginal Corporation. The Wawilak Sister is respectfully displayed in the Cultural Engagement Unit, Level 2 of Police Headquarters, until the close of the Cairns conference when she will be passed to the yet to be confirmed 2020 police service hosts.

Registrations for the Cairns conference are now open with ticket prices ranging from \$380 limited to \$495 fully inclusive. Guests of delegates may also register to attend the Gala Dinner.

Registration inclusions and ticket prices may be viewed here: [www.afvpconference.org](http://www.afvpconference.org)

Abstracts are encouraged from potential presenters on one or more of the conference target topics; Culture, Elders, LGBTI, Men, Women, Youth.

Abstract submissions will be accepted until close of business on Friday March 15<sup>th</sup>, 2019.

For further details relating to the AIFVP Conference and Abstract submission process, and to view our accommodation partners, please access the website: [www.afvpconference.org](http://www.afvpconference.org). Alternately email [aifvpc@police.qld.gov.au](mailto:aifvpc@police.qld.gov.au) or phone Georgia Grier, Project Officer, on +61 7 3364 3005.



> Wawilak Sister.

**MAKE.**

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# NSW police honoured by Rotary



**NSW Police Force**



> Katherine Emerson.

**S**nr Constable Katherine Emerson from Newcastle City HWP is 2018's Rotary Police Officer of the Year.

The 2018 Rotary Clubs of NSW Police Officer of the Year Awards were announced during a gala ceremony in the Grand Ballroom of the Hyatt Regency Sydney in November 2018.

There were 11 categories at this year's awards, with the ultimate finalist chosen from the five operational police categories:

- Metropolitan Field Operations Police Officer of the Year
- Regional NSW Field Operations Police Officer of the Year
- Investigations & Counter Terrorism Police Officer of the Year
- Specialist Support Police Officer of the Year

- Corporate Services Police Officer of the Year
- Rotary Community Award
- Customer Service Excellence Award
- Employee of the Year
- The IJ (Irene Juergens APM) Fellowship Award – Sworn
- The IJ (Irene Juergens APM) Fellowship Award – Unsworn
- Volunteers in Policing Award

President of the Rotary Club of Sydney, Keith Garner AM said the Rotary motto, service above self, is the yardstick used by the awards committee when selecting winners and finalists.

"Our mission statement is to provide service to others, promote integrity, and advance world understanding, goodwill and peace through its fellowship of business, professional and community leaders," he said.





"In choosing to recognise members of the NSW Police Force, we are choosing to recognise those professionals and community leaders who stand out as ambassadors for our mission statement, and who truly provide service above self."

### TOP COP IS TOUGH BUT CARING

Regarded as a true professional, Snr Constable Katherine Emerson has excelled in her role with Traffic & Highway Patrol, a field that has attracted few female officers.

Snr Constable Emerson has faced some tough challenges over her career, which started on the streets of Sydney in 1989. She transferred to general duties at Newcastle in 1998 but it wasn't until 2009 that she took the keys of a highway patrol vehicle.



> From left: President of the Rotary Club of Sydney, Keith Garner AM and Commissioner Mick Fuller APM with this year's Rotary Police Officer of the Year, Snr Constable Katherine Emerson from Newcastle City HWP.

Being first on scene to deal with road trauma can be tough and over the previous decade, Snr Constable Emerson has attended her fair share. Last year she responded to a double fatality that was particularly distressing for all emergency services staff who attended.

On 5 November 2017, she was first on scene when two pedestrians were struck by a heavy vehicle at Cameron Park near Newcastle – one of them was an eight-year-old boy. Police believe their car had broken down on the side of the M1 Motorway when the boy ran across the busy road, followed by the 27-year-old driver. Snr Constable Emerson immediately went to give first aid to the boy and his carer, who both died at the scene. She consoled the truck driver, who was extremely distressed, preserved the crime scene and managed peak hour traffic. When her colleagues arrived, she refused to leave, staying on scene to continue to help.

Just a few months later, in February 2018, she offered a wealth of support to another officer who attended the scene of a similar incident. A 16-year-old girl was struck and killed by a car in Port Stephens, north of Newcastle while on her way to school. Concerned for that officer's welfare, Snr Cst Emerson checked on them, offering a

shoulder and kind word to help them deal with the trauma.

Snr Constable Emerson is known as a no-nonsense cop and showed her tougher side back in October 2017. She responded to reports of malicious damage and arrested the offender after a violent struggle.

Snr Constable Emerson arrived as the offender attempted to flee the scene. He assaulted the driver of a car that had stopped at traffic lights. Snr Constable Emerson chased him and deployed OC spray before he ran to a second car and attempted to get in. She wrestled him to the ground and while attempting to arrest him, was allegedly punched several times. As is her way, Snr Constable Emerson continued performing her duties when more police arrived on scene, even though she was injured and shaken.

Regional HWP Commander, A/Supt Rob Toynton said Snr Constable Emerson embodies everything a police officer strives to be. "Not only is she a great role model, particularly for younger women in the organisation, but is a person who goes above and beyond in the execution of her duties to ensure the safety and welfare of her fellow officers and the wider community," he said.

*Reproduced with permission from Police Monthly December 2018 [SLE]*





# EMV- Balance Women Leaders in Public Safety Program



In 2018, Victoria Police partnered with the Australian Institute of Policing Management (AIPM) and Emergency Management Victoria (EMV) Institute to deliver the first EMV- Balance women leaders in public safety program.

## Brooke Walker

Acting Superintendent, Policy and Legislation, Victoria Police



> Brooke Walker and her syndicate.



> All program participants and mentors.

The AIPM balance program focuses on participants specific strengths, challenges and workplace environments, with the program exploring the following topic and themes:

- Capacity to formally and informally influence change
- Understanding and practical application of behaviors that make effective leadership
- Understanding the field of play, identifying where the rules are changing and where they can be changed
- Development of a game plan with effective strategies targeting personal goals
- Ability to recognize when to accelerate, when to pace and when to respond
- Experiential leadership approaches that directly address workplace issues and enable you to identify and achieve important goals
- Understanding of the ever-increasing complexity of the public safety environment

As a previous participant in the AIPM balance program – public safety leaders, I was selected along with another Victoria Police

Inspector to perform the role as program mentor to a syndicate of women participating in this inaugural EMV-balance program.

The program consisted of women representing Victoria Police, DHHS, EMV, AV, MFB, CFA and DELWP. The program was broken into three phases consisting of two residential components over a three-month block. To ensure my mentoring role was beneficial to the women in the syndicate, I engaged with each participant to gain an understanding of their objectives, commitment and desired outcomes from the program and myself as mentor. I also observed and actively listened to each participant to assist in my communication delivery and gain a thorough understanding of the differing dynamics between each agency and Victoria Police.

Throughout phase 2 of the program – which consisted of the syndicate returning to their workplaces and applying learnings, I maintained contact through written, verbal and face to face interactions. I was very fortunate to travel throughout the state of Victoria further enhancing cross agency collaboration and

to ensure I understood the landscape in which these mentees were working. I attended at each of the syndicates work locations where I engaged with senior management on my objective, function and further developmental opportunities to support their future female leaders.

I identified that all agencies were male dominated and that gender bias existed through systematic bias within each of these agencies which was contributing to low outputs, reduction in women applying for management positions and low self-esteem.

At the completion of the program I was fortunate to engage with the EMV Commissioner and share the learnings to assist in his vision for the creation of women focused development within the EMV sector. Although the program completed in August 2018, I have maintained my role of mentor and explored options to continue working on these identified cross agency issues.

**For further information on the program, please visit: [www.aipm.gov.au](http://www.aipm.gov.au)**





# Police women join the helicopter rescue crew



Senior Constable Ingrid Pajak and First Class Constable Nikki Mackintosh join the team of police officers, paramedics and doctors managing the increasing demand of the Westpac Rescue Helicopter Service.



> 1/C Constable Nikki Mackintosh and Sergeant Damian Bidgood gear up for a training flight.



> Senior Constable Ingrid Pajak and 1/C Constable Nikki Mackintosh join the helicopter rescue crew.

**T**he two police officers, along with three paramedics, successfully completed a number of training courses in Hobart and Sydney throughout the past two months, including wilderness survival, underwater escape training, crew resources management, wire awareness and field training and flying.

"Being part of the helicopter crew is a challenging but very rewarding and exciting role," said Chief Crewman, Sergeant Damian Bidgood.

"There's a long list of essential criteria which must be met before participants complete a pre-selection process to be considered candidates as aircrew and rescue crew members. They must also satisfy disciplines unique to operating as part of the police crew."

"Each new member is highly-qualified making them perfect candidates as rescue

crew members. It's great to see that for the first time, the majority of new crew members are women, making the Air Crew a true reflection of the community we serve."

Senior Constable Pajak is a member of the Water Police team, and has 11 years' experience in the land search and rescue team.

"I've spent a long time working towards this. It's definitely the pinnacle of my career so far," said Senior Constable Pajak.

"The selection process was really competitive but it's rewarding to come through at the top of the field to be selected for this."

When not on-call, First Class Constable Mackintosh is a part of the Kingston Uniform team.

"One of my career goals was to join Search and Rescue and the helicopter crew," said Constable Mackintosh.



> 1/C Constable Nikki Mackintosh prepares for take-off.

"I was selected for the Land Search and Rescue squad last year. I wasn't expecting the helicopter course to come up so soon but I took the chance as I know it doesn't come up often and it's very competitive."

Congratulations on being selected to be part of this amazing and important team.



# Change of Command – Singapore Police Force

On 1 June 2018, Florence Chua Siew Lian, 52, became the first woman in Singapore to assume the rank of Deputy Commissioner of Police (Investigations and Intelligence), and concurrently the first female to head the Singapore Police Force's Criminal Investigation Department (CID).

Although only 18% of the more than 9,000 officers in the Singapore Police Force are women, Ms Chua has thrived in this relatively male-dominated field. She joined the Singapore Police Force in 1989 soon after graduating from university, and has held various key positions over three decades, including Deputy Director of CID, Commander of Jurong Police Division and most recently Director of the Police Intelligence Department (PID). As Director of PID, Ms Chua directed intelligence-led operations to dismantle organised crime groups, unlicensed moneylending and scam syndicates, including the crackdown of the largest illegal betting syndicate in Singapore (this became the first case to be prosecuted under Singapore's Organised Crime Act). Ms Chua also integrated intelligence capabilities with frontline policing, enabling more effective crime fighting.

Ms Chua has said that "the satisfaction of bringing closure to the family and victims, and keeping perpetrators off the street" are the moments that mean the most (Straits Times, 10/09/2019). The most memorable and challenging time of her career was her role in the 2004 Tsunami Disaster Contact Tracing Unit. More than 1,000 Singaporeans were reported missing during the 2004 disaster, and Ms Chua was required to contact the families of the deceased.



> Deputy Commissioner (Investigations & Intelligence) concurrent Director Criminal Investigation Department Florence Chua Siew Lian.

**"Ms Chua has said that "the satisfaction of bringing closure to the family and victims, and keeping perpetrators off the street" are the moments that mean the most."**

In her new role as CID director, Ms Chua will be steering the department towards more victim-centric investigation policies, including a multi-disciplinary approach to handling child sexual abuse victims. Ms Chua also intends to make use of the latest developments in technology to enhance crime fighting capabilities.

As the most senior-ranking female officer, Ms Chua also heads the Police

Women's Committee (PWC). The PWC is an official organisation within the Singapore Police Force that serves to advance the personal and professional development of female officers, and improve retention and recruitment of females in the force.

2019 marks a special year for the Singapore Police Force, as they celebrate 70 years of women in policing in Singapore.

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# Soaring numbers of female applicants



A well-known report commissioned by Hewlett Packard found that men were comfortable applying for a job when they met 60% of the role requirements, while women would only consider applying if they met 100% of them.

## Jonathan Green

Communications Manager, VEOHRC Review Response, Victoria Police

**A**lthough this was an internal report, undertaken to establish the gender disparity in management positions, there is a broad acknowledgement among recruiters and human resource departments that these findings are consistent across a wide range of industries and employment levels.

Inspector Craig Shepherd from the Victoria Police's Air Wing has seen firsthand the difference in how men and women approach promotion and recruitment – and so has made it a priority to bridge the gap and help all people compete on a level playing field.

The result has been a considerable increase in female staff at Air Wing. Two years ago, Air Wing had one female Tactical Flight Officer (TFO) and no female pilots – now it has eight TFOs and one pilot.

"It comes down to understanding how men and women can vary when looking for a promotion or shift in career," explained Inspector Shepherd.

"Our priority at Air Wing was simply making sure that everyone who wanted to work here felt that they had an equal opportunity to put in for the role; however my experience was that women often undervalued what they could bring to the role, and so didn't even apply."

To counteract that disparity, Inspector Shepherd said he simply "started a conversation". When he heard that someone was considering applying for a role, he reached out and asked if they wanted to meet to chat about their application – and that open-door policy remains in place today.

"This isn't an upskilling program or even some form of structured mentoring course, it's simply helping people recognise what skills they could bring to a role. When you ask questions, you get people to delve into their experiences and skills and make sure that they're not selling themselves short. As you ask the right questions, you can see people begin to recognise their skills and experience



in a new light which gives them confidence to have a go."

Inspector Shepherd worked at Water Police and Counter Terrorism prior to his appointment at Air Wing and sees great similarities across the divisions. Specialist areas need the best person for the job, with rigorous testing and interviews conducted by a team for transparency and authenticity.

"It's recognising that the best person for the job may not have even applied," he added. "If we can work through concerns and reduce self-doubt, then we are attracting more people to the role and have a greater number of quality applicants to choose from, whether they be male or female."

While it is one thing to attract a more diverse group of people to apply for the job, it is a further step to create an environment where all people are welcome and want to remain in the work area. The team at Air Wing has put considerable time into creating a culture where people are treated fairly and respectfully, and interaction is encouraged to support each other.

"There would be no value in encouraging someone to apply for a role, and then they walk into an uncomfortable environment

and want to leave," said Inspector Shepherd. "We've changed our internal processes and developed a management team that wants to see every person start on a level playing field, and then feel positively supported both individually and as part of the team."

There is no doubt that it has been a success. Along with a greater diversity in applicants, retention rates are strong at Air Wing and employee satisfaction is high. Inspector Shepherd's offer to chat remains open; however, there is no need to promote this as word-of-mouth has taken over.

"We are not out to recruit any particular person or gender over any-one else," he said. "We want to attract the best people at Air Wing, and that begins by having an honest and positive chat."

While this approach appears very simple, it is an example of Victoria Police's formal commitment to gender diversity and flexible work practices. Guided by its Gender Equality Strategy and Action Plan 2017-2020, Victoria Police continues to drive cultural reform across the organisation to address gender inequalities and provide equal opportunities and support for those pursuing a career at Victoria Police.





# 'If you aren't in over your head, how do you know how tall you are?'

- T.S. Eliot



With starting a career as a hairdresser at the age of 15, I felt that would be my lifelong dream being very much a girly girl spending copious hours getting ready each day.

## Ysanne Harper

Constable, Hobart Uniform, Tasmania Police

**F**orward on a number of years, and I was raising two young boys where my mornings consisted of being lucky to brush my teeth in private.

These two boys turned out to be the makings of me. I felt like a hypocrite telling them to face their fears and challenge themselves while there were so many things I feared and shied away from myself - one being the ocean and the unknown.

I loved growing up around water and boats, but too fearful to take so much as a step into the water if there was seaweed around, let alone swim where I couldn't see the bottom.

For my 30th birthday I set myself a challenge to face my fears and complete a SCUBA dive course. I ended up falling in love with what I had feared for so long. This accomplishment made me realise anything was possible if you wanted it badly enough.

The next goal I set for myself was to have a change of career. After failing my initial application to TASPOL, I reapplied a few years later and was accepted. The following eight months at the academy was definitely one of the biggest challenges I've faced so far.

After graduating, I loved working in uniform, but considering one of my biggest loves is for the water, I knew



I had to apply when expressions of interests came up for the dive squad.

I realised I could have been overlooked as I had only been out of the academy for seven months, but couldn't let an opportunity like this pass.

Given the physical requirements necessary to be accepted was the same for both females and males I knew I

would have my work cut out for me.

With fitness being another of my loves I believed I had a chance so I tried out for the course along with six other males.

I only wanted to pass based on merit and not for being a female, so I worked hard and pushed myself harder. I was beyond belief when I was accepted with one other person to head to Sydney



to undertake a six week commercial dive course.

The first two weeks away were the hardest. Firstly, I had never spent so long away from my children. Secondly, I was in an all-male environment and trying to find my place took time. I realised my 10 years of diving experience made this more of a challenge - having to swap my old habits for new ones which isn't so easy when you're no longer 20.

I didn't want to be treated any differently for being female and wanted to make sure I pulled my own weight.

The following four weeks were both exhausting and challenging, from black water diving to difficult task loaded dives, with every task bringing a different challenge.

We were made to spend hours in thick black sludge in search for items where visibility was so poor you couldn't see your hand in front of your face, to rocky overhangs with no visibility getting caught under ledges with no telling which way was up or down, placing all your trust in who was on the surface.

The equipment used every day was heavy and tedious, all intended to push



us both physically and mentally. After any mistake made, we all performed 20 push ups, ranging up to 100 a day.

By week five I felt as though I was finally getting a grip with everything. Before I knew it, my six weeks was up and I was heading home. I was over the moon to have passed and to return



home to be made a member of TASPOL dive unit. Words will never express my appreciation.

The biggest underlying message in this was to show my children that anything is achievable if you try hard enough. And in a world where equality is now a thing, the sky really is the limit.

# LUCAS

## Thomas Tregonning



Thomas takes an active role in understanding the needs of his clients and works tirelessly to achieve their goals. His determination and personable nature, combined with a sharp-wit, has enabled Thomas to consistently achieve outstanding results for his clients, earning a reputation as one of Docklands' most successful agents.

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Proudly Supporting our Women in Policing



# No Boundaries for Community Policing



Wednesday the 22nd of August 2018 marked the day that three Anindilyakwan girls from the Indigenous remote community of Umbakumba in the Northern Territory landed in Darwin to commence the of a journey of a lifetime. Let me share their journey with you and how it all began.

## Deb Blackwell

Senior First Class, Northern Territory Police



As the Community Engagement Police Officer working with indigenous communities on Groote Eylandt in the Gulf of Carpentaria, I was lucky enough to be selected to attend my first ever women in policing conference. The ACWAP partnering with IAWP Conference in Cairns in 2017 was incredibly inspiring and motivating, meeting and networking with wonderful women from all over the world. This conference became the inspiration for '2018 Groote Eylandt Female Indigenous Youth Leadership Initiative'. Groote Eylandt has one of the worst school attendance rates in the country, I had an idea, and one I really thought just might work to increase the woeful school attendance in community. I wanted to create an initiative to entice young girls to attend school. The reward for school attendance and

respectful behaviour would be the chance to attend the 2018 IAWP conference being held in Calgary Canada.

The 15<sup>th</sup> of June 2018, as part of the initiative, sixteen Indigenous girls across Groote Eylandt were recognised for their efforts and achievement in improved or sustained school attendance. The event was a community celebration which was well supported by family and community members, one of the young girls quoted to say "being recognised for my hard work is one of the best days of my life". On Monday the 2<sup>nd</sup> of July 2018 in Umbakumba community two young girls, Chinelle Bara (15 years) and Kaylisha Mamarika (14 years) were announced as being the selected girls to go to Canada to represent Groote Eylandt at the 2018 IAWP. They were selected by a panel comprised of Principals, school attendance truancy

officers (SATO's) & RSAS (Remote area School Attendance Strategy) staff.

The girls, along with a selected support adult Christinale Lalara were locally supported by GEAT (Groote Eylandt Aboriginal Trust), the ALC (Anindilyakwa Land Council) and Member for Arnhem Selena UIBO. During the period from the 22<sup>nd</sup> of August 2018 through to the 6<sup>th</sup> of September 2018, these girls experienced many things for the first time, including international travel. Their first flight was from Groote to Darwin to Sydney, through to San Francisco finally landing in Calgary some 42 hours after they left their remote Eylandt then returning through Los Angeles to Sydney back to Darwin then home. Local media (Canadas NITV) were waiting upon our arrival in Calgary for the first





of many interviews during our time in Canada. It was wonderful to observe the girls' confidence grow with each public encounter from the first interview to our presentation to an international audience to the last interview with APTN.

Sunday the 26<sup>th</sup> August 2018, the opening ceremony, the girls along with myself and fellow conference speaker Sergeant Renae McGarvie APM marched proudly in front of the Aussie Police contingent.

Day 2 and 3 of the conference the girls experienced some incredible sights travelling to the Tyrell Dinosaur Museum, the Drumheller Hoodoos and the Columbian Ice fields through the IAWP companion tours.

On day 4 of the conference we had the chance to share why community engagement and partnerships are so important, we were able to share the girl's community and culture with the world. After our presentation it was a mad dash to get ready for the Gala evening at the Girletz Ranch with VIP seats to watch the rodeo.

The final day of the conference – the closing ceremony was enjoyed after supporting our fellow Northern Territory speaker Sergeant Renae McGarvie APM

Post IAWP conference, the girls, Renae and I were given the opportunity to be fully immersed in the TsuuT'ina First Nation community, arranged and organised by the IAWP conference directors and the TsuuT'ina police. Our day started with a visit to the TsuuT'ina police station, followed by the TsuuT'ina museum, the community health clinic, buffalo paddocks, TsuuT'ina school and lunch at the restaurant attached to the community hotel/casino. TsuuT'ina was such an incredible experience, it was moving to watch the girls connect and see similarities in culture and community life. APTN reporter Tamara Pimentel followed us throughout the



entire day eventually sharing what she had captured with NITV Australia. The day ended with a final media interview and the girls had so much more confidence than the first interview. We exchanged gifts with the TsuuT'ina police and the girls proudly gave their Aboriginal flag to the TsuuT'ina police to share with the community.

Our final days in Canada were consumed by a trip to Calgary zoo followed by a cab ride into downtown Calgary where the girls engaged with First Nation peoples at the 'Mohinstsis Camp' originally a protest camp established outside Calgary courthouse but now a healing and gathering place for homeless Indigenous persons. On our very last day, we hired a car and drove to the incredible Lake Louise and Banff, I hadn't realised I had chosen a public holiday, I'm sure every Canadian was on the road that day, every one of them driving on the wrong side of the road, well that's what it felt like anyway.

We had just enough energy left to pack and prepare for the long journey home.

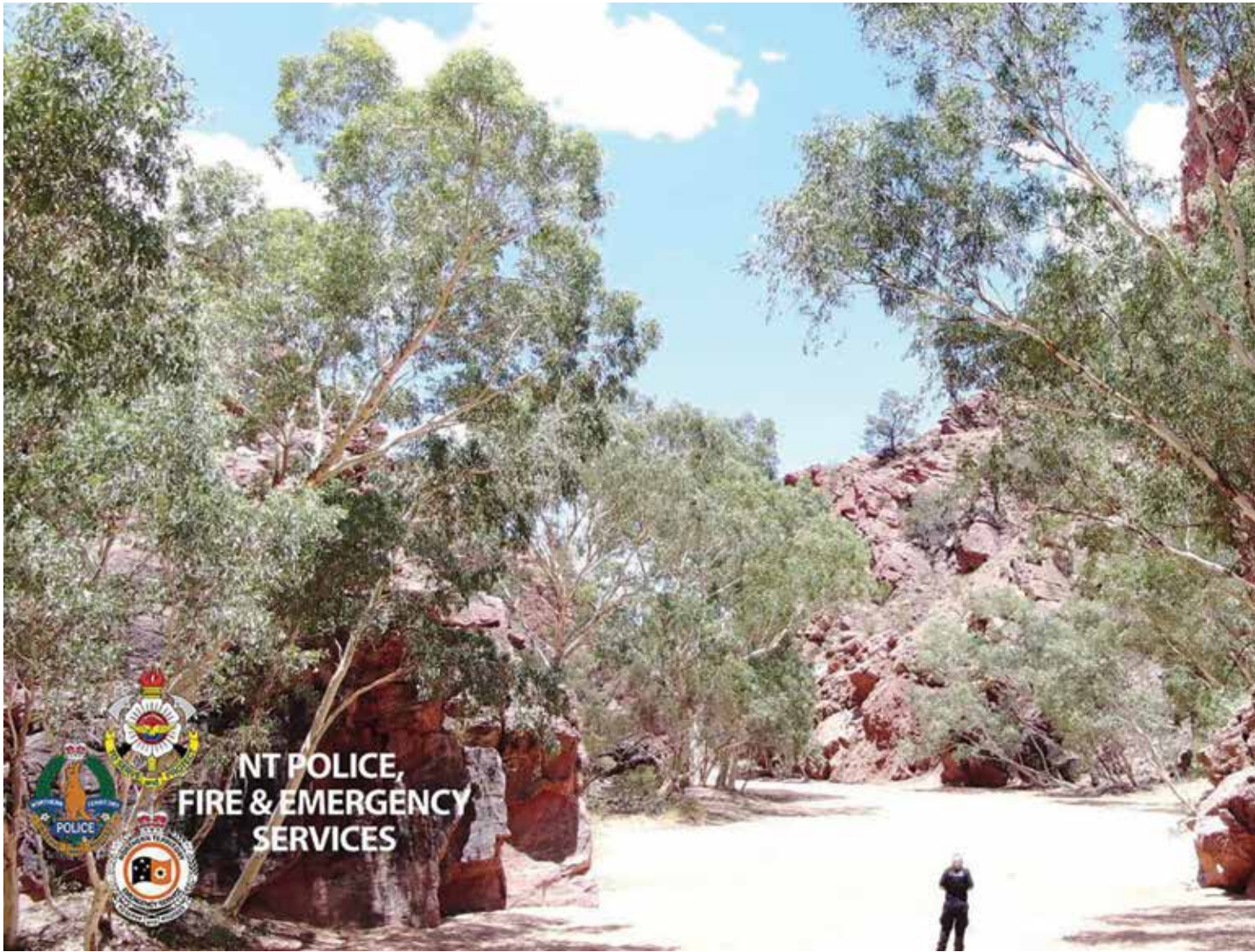
The girls were now familiar with the process of immigrations and travelling from one airport to the next. We finally made it home, they were so excited to be home, so happy to see family and share with

them the many stories, photographs and overloaded SD cards full of videos.

I am confident that I have returned home to Groote Eylandt with three young ladies who after being involved in such an amazing conference and being exposed to so many incredible people, would have a desire to lead in their community-leading with their eyes wide open to the big wide world, passports in their hands and a curiosity to learn, see more, dream big and travel often.

During this amazing experience, friendships were made, strong connections formed with each other and people we met in Canada, a perfect example of the value of community policing and community engagement in action. I feel privileged that rapport built with the girls families allowed them to trust me enough to take their girls to the other side of the world. Chinelle and Kaylisha are about to embark upon another amazing journey; they've both been accepted into boarding school. They ask many questions about different places in the world, their curiosity is just where I hoped it would be. Christinale remains in Umbakumba community leading by example and providing a safe loving home for young foster children in care.





> Jen at Emily.

# Alice Springs Police Leading the Way with Remote Piloted Aircraft Systems (RPAS)

## Narelle Beer

Assistant Commissioner, Northern Territory Police

Alice Springs Police Station is the second largest police station in the Northern Territory Police, situated about 2.5 hours inland (by plane) from any capital city in Australia. There are approximately 350 police members and support staff attached to the Alice Springs Station and the high volume and diverse range of police responses are only overshadowed by the extremes of environment and temperatures that our members work in.





In June, 2018, the NT Police 'Drone Program' was launched at Alice Springs with two qualified operators, Chief Pilot, Senior Constable First Class (SC1C) Jennifer Hamilton and Senior Constable Shane McCormack. The current drones used have a flight time of about 27 minutes and incorporate a 4K internal digital zoom camera. Drone operators, using off road motorcycles and wearing a specialised back pack can now deploy rapidly to locations and provide an immediate aerial support to members. The introduction of the use of drones in a everyday police response has resulted in increased effectiveness in identifying and locating missing persons, fleeing offenders and providing aerial support in the planning and entry of premises and the arrest of offenders. The ability to utilise a drone to track offenders over vast distances in temperatures of 45 degrees or more has enhanced police effectiveness and efficiencies whilst supporting member's welfare.



"Perhaps, one of the most significant achievements in using drones has been the use of this aerial platform in the search for missing persons or the rescue of injured persons."

In the past 6 months Chief Pilot (SC1C) Jennifer Hamilton, has effectively used the drone to gather information (including obtaining images and videos of target addresses, hotspot locations, places of interest and areas of crowded places), which has formed valuable intelligence and crime scene photographs. The use of drones in pursuit resolution strategies has been highly effective and has resulted in reduced collisions and increased offender identification. Used regularly as part of a pursuit resolution strategy, drones are deployed to provide covert coverage of the vehicle without inciting unsafe driver behaviours. When vehicles are finally stopped and offenders decamp, the drone provides an immediate aerial platform to locate and track offenders as well as having the advantage of being able to zoom in to capture photographic evidence of offenders, leading to arrests and successful prosecutions.

Perhaps, one of the most significant achievements in using drones has been the use of this aerial platform in the search for missing persons or the rescue of injured persons. Utilising the drone to provide aerial support ensures that searching is much less

resource intensive, more detailed and can provide coverage in terrain not routinely accessible. Chief Pilot (SC1C) Jennifer Hamilton commented that *"We are using our Drones to do things no one else is doing right now"*. Jennifer reflects on a recent search undertaken at Standley Chasm to look for two missing adults and a missing child in 45-degree heat. Jennifer acknowledged the advantages of using the Drone to cover large distances quickly, filming the search and feeding back that footage live to the control room. The obvious Work Health and Safety benefits associated with the use of the drone means that our members are not walking kilometres in these elements (45 degrees). The drone, when locating the missing party, was then used to drop both water and a radio to provide immediate comfort and communications. This, said Jennifer, enabled our rescue team to utilise the GPS coordinates and travel directly to the missing party – potentially saving three lives.

The NT Police Drone program is exciting, innovative, effective and consistently breaking new ground in the Northern Territory. The use of drones as a policing resource is only beginning to be realised and women like Jennifer are leading the way.





# Women in Profile - Leanne Close, Deputy Commissioner National Security



For more than three decades, Leanne Close has lived and breathed policing. An impressive achievement for this 'accidental cop' who admits falling into the role soon after finishing her legal studies.

Now she has been appointed to what many would consider amongst the most daunting roles in the Australia's law enforcement world, Deputy Commissioner, National Security with the Australian Federal Police (AFP).

## THE DEPUTY COMMISSIONER IS NO STRANGER TO THE IMPACT OF TERROR IN AUSTRALIA.

In 2014, DC Close acted for six months in the deputy's role with responsibility for national security. The number of people killed by terrorists in that year reached a record high – 32,600 people, an increase of 80 per cent on the previous year.

"In Australia, the Lindt Café siege in Sydney shocked everyone and Australia's terror alert level had recently been elevated to 'probable' in September 2014."

"It was a challenging period and we have had to remain vigilant ever since."

The murder of Curtis Cheng in 2015, shot dead by a teenager while leaving the police station at Parramatta was another game changer.

That tragic incident drove home the need for the AFP to provide greater protection for its own people, both inside and outside their workplace.

Operation Rampart has seen the investment of many millions of dollars increasing security for AFP staff across the nation – serving to protect those who are helping protect our nation.



> Deputy Commissioner Leanne Close.

When it comes to the ongoing terror risk 'the threat is ever-present,' according to DC Close.

Working closely with its partners, the AFP has helped disrupt 14 terrorism plots and since 2014 has helped convict 49 people with terror-related charges.

"While the immediate threat from the Middle East may have eased in recent times, the threat is still very real," DC Close said.

"We work very closely with our partners at ASIO and across the states and territories to study the changing terrorism risk profile which is constantly changing.

"It is essential that we try to keep up with how terrorists are behaving or manipulating others – and 'Operation Silves' (the plot to bring down a commercial aircraft out of Sydney in

July 2017) changed that landscape dramatically again."

The latest federal budget provides an important and timely boost to the AFP to increase security at Australia's airports.

Internationally, airports have been the scene of some of the most devastating terrorism attacks – many hundreds of travellers have been killed at Brussels, Istanbul, Moscow, Karachi, Mogadishu and Glasgow.

"A modern airport covers a huge area and in terms of policing, they are in effect a mini city. At some point, almost every Australian travels through an airport. It is as important that Australians feel as safe walking through an airport as they do walking through any other part of Australia," DC Close said.

"Our members at airports, and at other critical infrastructure locations,



are at the frontline; they are highly visible and are our eyes and ears to any emerging threat.

"The welcome funding news in the recent budget is an indication of the importance of the role we play at our airports, and the level of faith and trust in our people to keep travellers safe."

Also under DC Close's watch are the protection of key Australian buildings, including the Australian Parliament, and the highest office holders in the land.

In their travels across Australia and the world, the Prime Minister and Governor-General are under the close watch of AFP's highly-skilled close personal protection personnel.

Recent security upgrades at federal parliament again highlight the increased risk to what are identified as potential targets to attack.

"We take all of our roles very seriously – be it protecting the home of our democracy, our political leaders, or our critical defence infrastructure such as Garden Island in Sydney, Pine Gap, ANSTO or defence headquarters at Russell in Canberra, to name just a few."

This career police officer has seen many changes since first signing on for duty with the AFP in its Sydney office in 1986.

But it is the rate of change, inside and outside the AFP, which continues to excite Leanne about her life in policing.

"Certainly technology has changed what we do, and how we do it. And make no mistake, the 21<sup>st</sup> century criminal is tech-savvy and the crimes we investigate today are a far cry from the crimes of my early days with the AFP.

"Under Commissioner Colvin we have embarked on perhaps the biggest reform of our culture in the AFP's history – and that's a good thing.

"Shortly after being sworn in, the Commissioner asked our staff through a survey what sort of an agency do we want to be, for our people, and for the people of Australia. The response to that survey really was the trigger for change. And many would say it was a long overdue change.

"The focus on inclusion, diversity and a better gender balance is now well underway.



> Leanne Close presenting Protective Service Officer Jack Fenwick with his badge.

**"We are in the process of making the AFP 'future ready' which is primarily about ensuring our people, particularly on the front-line, have the tools and the training to get the job done."**

"And creating more respectful workplaces in the future will be the key to the AFP's future success.

"We are in the process of making the AFP 'future ready' which is primarily about ensuring our people, particularly on the front-line, have the tools and the training to get the job done.

"In having to respond to new and emerging threats – terrorism, cyber, organised crime and child exploitation to name a few – we've had to change our thinking and the way we do our business."

"We will have new skills and capabilities to better meet demands and we will need to build in greater flexibility to respond to new priorities as they emerge."

A big part of that is the introduction of a new breed of recruits and DC Close is also excited about the changing face of the AFP's newest graduates.

"Our modern young recruit of 2019 is a far cry from the typical recruit of my day. They are from vastly different backgrounds – ethnicity, languages, qualifications, with a whole diversity of thinking and life experiences.

"As a leader for the organisation today, I want to make sure our people get the chance to develop into leaders of the future."

"I have been blessed with great opportunities, a whole breadth of experience, mentoring and guidance. I really want to do what I can to make sure that everyone who joins the AFP gets that same opportunity and experience."

Born and raised in Canberra, away from the pressures of work, DC Close puts her key interests as spending time with her family, reading, going to the theatre, concerts and travel – the South Pacific is next on her agenda.



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