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Issue No. 46



Front cover

We will remember

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Source unknown



President's Report

Debbie Platz

President



In this journal we remember Leading Senior Constable Lynette Taylor, Senior Constable Kevin King, Constable Glen Humphris and Constable Josh Prestney all from Victoria Police who died when a truck crashed into them just after 5:30pm on Wednesday 22 April 2020. We also remember Constable Matthew Hunt from New Zealand Police who was fatally shot during a traffic stop in Auckland on 19 June 2020. These losses to our policing family impact us all. The articles featuring these Police staff I hope play a part in keeping their memories alive in our minds and hearts and we give thanks for their kind, professional, dedication and caring service.

During COVID times it is great to see how communities are rallying to help each other. Here is one example of communities helping the AFP Melbourne office. Uniforms 4 Kids volunteers teamed up with volunteers from the Palm Lakes retirement village in Cooroy last week. They made over 100 material masks that can be used by AFP staff and their families – away from work as they need them. I am told spirits were high and the volunteers were super keen to help out

“These losses to our policing family impact us all. The articles featuring these Police staff I hope play a part in keeping their memories alive in our minds and hearts and we give thanks for their kind, professional, dedication and caring service.”

our Victorian counterparts. The masks were gratefully received.

In recent times many of you may have been working from home or flexibly due to COVID-19 restrictions. This has placed us in a unique situation – one many law enforcement agencies would never have considered. I know I have sat in on many meetings where I have heard, perhaps even said myself – police organisations can't work from home – but we have now shown that it can be done. Research has shown some enormous benefits from flexible working so hopefully this is one of a number of silver linings from 2020.

You may know that our Journal Editor Dorothy McPhail of New Zealand Police recently retired after diligently serving the community for 35 years. She has been a tireless mentor and role model for many in the community and across jurisdictions. She is a life member of both ACWAP and IAWP and has always been the first to put up her hand to help where ever she can. Thank you Dorothy and good luck. Of course Dorothy is not giving up ACWAP so we will still have the pleasure of working with her.

Stay safe – take care and best wishes.

Deb



Note from the Editor

Dorothy McPhail
Editor



Sadly this edition of the journal pays tribute to serving officers from both Victoria and New Zealand who have lost their lives in the line of duty as well as the loss of a child of serving officers. When lives are lost communities pull together and this is very evident in the work carried out by the Victorian Police Legacy featured in this edition, as well as the incredible legacy outlined by AFP officer Rachael Castella, who lost her baby daughter Mackenzie.

The world as we knew it has changed dramatically over the course of this year not only as a result of COVID but also as the result of the death of George Floyd in USA and the Black Lives Matter movement, which is having a large impact worldwide on Police organisations. Losing the trust of the community makes a huge difference to the effectiveness of any Police organisation.

The cumulative pressure that all of these events place on Police is considerable and it is important that all staff are supported as much as possible in order that they are able to carry out their roles to the highest standard. To assist with this please take the time to read the article "Dealing with the death of a colleague".

"The cumulative pressure that all of these events place on Police is considerable and it is important that all staff are supported as much as possible in order that they are able to carry out their roles to the highest standard."

Ensuring that there is diversity within any organisation will mean that it will be more effective and it is important that this is recognised as highlighted by an article featuring work currently being carried out by AFP. Also featured is work being done in Victoria to support the advancement of women.

While it is not going to be possible this year to celebrate the achievements of Police women and men through the annual ACWAP awards cancelled due to COVID I encourage everyone to show their appreciation for the work carried out by those they work with. The simple words of "Thanks for a job well done" can make someone's day, particularly when it has been a difficult one.

The change to digital copies only of this journal has meant that there are

no hard copies of the journal sitting within Police stations, but hopefully it has also meant that there has been wider dissemination of the digital version than there may have been otherwise. Of course it is still possible for the change resistant "Baby Boomers" to print a copy off using the digital version.

Since taking on the role of journal editor I have been very pleased with the number of articles which have been submitted for publication and I have found it very inspiring reading about the amazing work and activities being carried out throughout the Australasian region. If you have a story you would like to share please make contact – journal@acwap.com.au
Regards

Dorothy



Building For Your Future

Danny Buxton

Director Triple Zero Property

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Undoubtedly the pandemic has had a significant impact on our current economic position. So far, the Australian property market has proven to be very resilient. For the next two to three years, it is about buying in key areas which are affordable but also looking strong for capital growth.

ARE YOU A FIRST HOME BUYER?

With the new HomeBuilder Scheme, first home buyers also receive the First Home Buyers Grant (check each state for details).

- With the **First Home Buyers Grant (FHOG)**, in many states, this equals \$40,000!
- Plus access to the **First Home Loan Deposit Scheme (FHLDS)**

With interest rates at historic lows now is a great time to be buying.

CAN I USE THE GRANT FROM THE HOMEBUILDER SCHEME AS PART OF MY DEPOSIT?

There is no 'yes' and 'no' answer.

Our advice is to talk your lender, such as QBANK about how much deposit you require. It is up to each of the states and territories to facilitate payment. Although there is not a lot of detail as yet when this will be paid, the expectation is it will be in line with the FHOG.

What is most important is that you have a record of personal savings that can go towards a deposit.

ARE YOU THINKING OF BUILDING?

Currently, land availability is short, as developers have been on a go-slow approach in turning over new land due to COVID-19 and lending restriction. The HomeBuilder Scheme has a 6-month window from the start of June 2020 to access the grant, **so it is essential to start the process now.**

WHAT NEXT?

Building your own home is a huge step, and it is essential to get each step right. For the past 12 years, we have been guiding clients through the process. As a buyer's agent, we source, liaise and project manage on your behalf from start to finish. We save you precious time and money because we bring the very best of the display village to you. And best of all, our service is free.

If you have further questions about the HomeBuilder Scheme, the team at Triple Zero Property are here to help. Call 1300 897 000 or email invest@triplezeroproperty.com.au

Disclaimer: The content of this document is not to be considered specific advice. Your situation is specific and individual; as such, you should always consult a registered and qualified professional within a particular area of advice needed.



HOMEBUILDER SCHEME

JUNE - DECEMBER 2020

\$25,000 grant available to eligible owner-occupiers

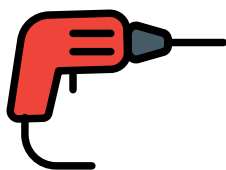
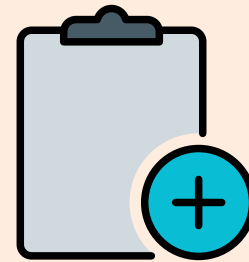


Who can access it?

- Owner-occupiers must be individuals, not a company or trust
- Be an Australian citizen
- Over the age of 18
- Meet two income caps – individuals earning under \$125,000 and couples earning under \$200,000

When can I start?

- The grant is eligible to individuals who enter a building contract between June 4 and December 31
- Work must begin within three months
- Building a new home as a principal place of residence valued up to \$750,000 (including land)

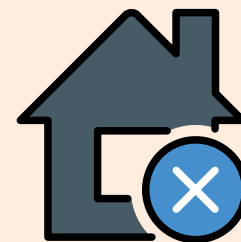


Are renovations included?

- Yes, but they must be undertaken by a licensed building contractor
- Value of work between \$150,000 – \$750,000
- The value of your home is less than \$1.5 million

What's not allowed?

- Renovations must improve the liveability of the home
- It is not allowed for swimming pools, tennis courts, outdoor spas or detached sheds
- Owner-occupiers seeking to build a new home or renovate an existing home as an investment are ineligible
- The building contractor can not be a relative



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Hasten the dawn

A tribute to our fallen four



Constable Joshua Prestney



Leading Senior Constable Lynette Taylor



Leading Senior Constable Kevin King



Constable Glen Humphris

On Wednesday 22 April 2020, tragedy struck Victoria Police, which changed the lives of all Victorians forever. On that fateful night, four police officers were killed in a collision on the Eastern Freeway at Kew, just a few kilometres from Melbourne's central business district. Senior Constable Lynette Taylor, Senior Constable Kevin King, Constable Glen Humphris and Constable Josh Prestney were undertaking their regular duties to keep the community safe when tragedy struck.

Each officer was from a different background, with different life experiences and at a different point in their policing career, but each will be remembered, their service honoured and their memories celebrated.

Leading Senior Constable Lynette Taylor had a distinguished career with Victoria Police serving over 30 years, starting with general duties and road policing, before joining the Road Policing Operations Unit in 2011. Her husband, police veteran Stuart Schulze, said she was a loving mother to their two sons,

Nathan and Alexander. 'She was my wife, my travelling guide and my best friend.'

Father of three, Leading Senior Constable Kevin King had been with Victoria Police for six years. He was passionate about road policing and believed it wasn't just about giving out tickets. Kevin's partner, Sharron MacKenzie said her heart was in pieces. 'Our three boys will miss so much about their father, no less going to the football with him, kicking the footy, or just joking with him and listening to his slightly daggy dad jokes. Our hearts are so broken.'

After gaining outstanding accomplishments in various fields, Constable Glen Humphris came to Victoria in 2019 and began his policing career. Glen's partner Todd Robinson was making dinner when he heard on the news there had been a crash on the Eastern Freeway. Two hours later, there was a knock on the door, and five senior police officers were standing at the door. 'He loved helping people and being supportive of the community. Glen loved his job.'

The youngest officer, Constable Joshua Prestney, joined Victoria Police in May 2019. Josh found his calling with the force after seeing how much his younger brother Alex loved the job. 'The proudest moment of our lives was when Alex presented Josh with his badge at the graduation ceremony in December last year,' his parents wrote. 'We cannot fathom the circumstances that have led us to this point.'

Chief Commissioner Graham Ashton, and many other members of the policing family were humbled by the overwhelming response from Australian and international police forces, as well as members of the Victorian community, Police Veterans, Victoria Police Legacy and Victoria Police Legatees.

Literally thousands of messages were received from people wanting to express their condolences and offer their support.

'They were members our Road Policing Drug and Alcohol Section, Eastern Region Highway Patrol and Boroondara Police Station,' Chief Commissioner Graham Ashton wrote in his memorable message. 'But, most importantly, they were our



colleagues, our friends, our squad mates, our family. I have been amazed at the courage displayed by the families in the face of such grief and loss. Their lives will be forever changed, and our thoughts and prayers are with them.

'Committing one's life to serving and protecting others is a truly unique attribute. It takes a special person to put on the blue uniform and turn up to work each day to respond to those in need. We do it, however, because of a desire to protect and to make a difference.'

Following the tragic accident, Victoria Police Legacy, a not-for-profit organisation which provides ongoing support for policing families after the loss of a loved one, received thousands and thousands of donations to help support the families of the fallen four.

'The amount of donations was truly staggering,' said Victoria Police Legacy CEO Lex de Man. 'Without asking for any support, the funds started to come in from all over Australia. We received small personal donations as well as large corporate donations to help support the families of the fallen four.'

Victoria Police Legacy produced a beautiful dedicated magazine, which was distributed throughout Victoria. This magazine can be viewed on the VPL website.

'It has only been a few weeks since the last of the private funerals were held,' wrote VPL Chair Lauren Callaway, 'but yet it still seems so unbelievable that we are processing such senseless deaths.'

'There are many people who have played a role in responding to this

tragedy, and Victoria Police Legacy pays respect to everyone who did their job on the night, helped their colleagues who attended the scene, supported the families through the planning of the private services, and those who have the job of investigating and seeing this incident through to what will be a long and meticulous process in the justice system.

'Police Legacy will do whatever we can to be there in the coming days, weeks, months and indeed years, so that the connection to policing remains strong, supportive and reassuring.'

**To Lyn, Kevin, Glen and Josh;
We will remember, We will Remember,
Hasten the dawn.**

A life & career cut short



On 19 June 2020 Constable Matthew Hunt became the 33rd New Zealand police officer to be killed in the line of duty after being gunned down during a traffic stop in Auckland.

As his family and police struggle to make sense of the loss his sacrifice will never be forgotten.

Matt started with New Zealand Police as a member of Wing 312 on October 2017. The majority of Matt's career was spent working at Orewa and Helensville Stations. He was a true 'Coastie' – born and raised on the Hibiscus Coast, Auckland with mum, Diane and sister, Eleanor. He attended Orewa College and before joining Police, obtained a degree in Criminology from AUT, worked as a case manager for Corrections and spent time travelling through Europe and the United Kingdom. He loved his sports and

fitness, playing softball at school and enjoying a rugby game with his mates.

Matt is described by his mum as a selfless man of huge integrity. That sentiment is echoed by his colleagues who are feeling a deep sense of loss following Matt's tragic and senseless death. Those who speak of him say that he was a deeply kind person, who was whole heartedly committed to protecting our communities. He took a calm and considered approach to his work and was known for his skills in deescalating high-risk situations.

Matt was farewelled on 9 July at the Eden Park stadium in Auckland, where he had attended a rugby game featuring his favourite team "The Blues" only a week prior to his death.

During the incident on 19 June Matt's police colleague was also injured and he is being well supported



Constable Matthew Hunt

during his recovery. This incident has understandably impacted him deeply and everything possible is being done to help him through this time.

Police staff across New Zealand were overwhelmed by the gestures from the community following Matt's tragic and needless death and felt the love and support strongly – from flowers, baking and visits from school children. While completely devastated by the loss of their colleague and friend the New Zealand Police family will get through this by continuing to support one another and of course do whatever they can for Matt's family.



End of the run Charlotte Peak and some of the runners

Victoria Police Legacy Remembrance Fund

A tribute to our fallen four

After the tragic incident that saw the loss of four of Victoria's finest being Police Officers, Leading Senior Constable Lynette Taylor, Senior Constable Kevin King, Constable Glen Humphris and Constable Joshua Prestney, Victoria Police Legacy was overwhelmed by the outpouring of community and corporate support and donations.

Without asking, thousands and thousands of people, across Australia, donated to the VPL Remembrance Fund to help support the families of the fallen four. To date, over 2.6 million dollars has been donated into the fund.

'Victoria Police Legacy was established in 1980 to provide support for police families after the loss of a loved one,' explains Victoria Police Legacy CEO Lex de Man. 'After the initial shock of the tragic accident on Wednesday April 22, it became apparent, very quickly, that many people wanted to offer support,

and not just people from Victoria, it was right across Australia, from small personal donations to large corporate donations.'

CEO Lex de Man highlighted that there were many individual fundraising efforts for the fallen four that were organised by individual community members and Victoria Police Officers. One such fundraiser which was truly inspiring, was organised by First Constable Charlotte Peak and her friend, Dom Strickland. Together they decided to run 159.485 kilometres, as part of May's 'Run4Blue'. The number of kilometres was significant

as it was the sum total of the registered numbers of the four members who were killed while on duty. Charlotte's efforts inspired more than 300 community and Victoria Police members to join in her quest to raise funds for the families.

Speaking on the final day of the marathon, First Constable Charlotte Peak said, 'Today a group of Victoria Police Officers and members of the public, ran a relay from the Victoria Police Academy to the Victoria Police Memorial on St Kilda Road. We went via the police stations of the four members who we lost on the 22nd of April.'



Cheque presentation by Charlotte Peak to VPL CEO

At the end of the marathon, Charlotte said, 'It's been really emotional, but we've done quite a bit of fundraising and collectively we've raised in excess of \$374,000 for Victoria Police Legacy, which will be going into the remembrance fund for the families. We finished today and it was an emotional journey and it's an honour to have led this team and raised this amazing money. I don't think anything will be enough for the families, but I hope that it makes a small difference.' Charlotte's amazing efforts were recognised by the Victoria Police Legacy Board with her being appointed as an 'Ambassador' for VPL.

The Fawknor Highway Patrol team also undertook a 159.485 kilometre bike ride in remembrance and in honour of their fallen colleagues. They too rode to the stations of the four members then cruised beside the East Link Freeway where the tragic event occurred. The team raised over \$5,000 which was donated to the VPL Remembrance Fund.

The staff of Vic Roads Western Metro 2 also dug deep and presented CEO Lex de Man with a cheque for \$1,100 for the families of the fallen four. Regular supporters, Northern Classic Cruisers also contributed \$3,000 to the fund for the fallen four who paid the ultimate

sacrifice while protecting and serving their community. North of the border, the NSW Police Provident Fund donated \$100,000.

In early May, Matt Wood, a local resident in suburban Melbourne, undertook a fundraiser which he called 'Run Rosanna for Vic Police'. Only a week after the four members died, Matt ran approximately 60 kilometres through every street in his local area of Rosanna, in under seven hours. Again, the run was in honour of the four members of Victoria Police who died. An exhausted and emotional Matt said after his run, "The community spirit coming together shows that humanity still has a fighting chance."

However, it's not just the large donations which have had an impact. 'There have been many thousands of children and mums and dads who have donated to support the families of the fallen four,' says Lex de Man. 'It just goes to show the level of compassion and support there is for all members of Victoria Police by all Victorians.'

While it's nearly three months since the incident occurred on the Eastern Freeway at Kew, just a few kilometres from Melbourne's CBD, donations are still being received by Victoria Police Legacy. Now in its 40th year, VPL continues its tireless work as it helps and supports

all policing families who have lost a loved one. This includes members of the policing family who have lost a partner who is a serving or retired sworn member of Victoria Police, Protective Services Officers or recruit in training. It also supports members who have a lost a child aged 21 years or young.

Funds are primarily derived from the extremely generous financial support of the many thousands of sworn members of Victoria Police ranging from the newest recruit to the Chief Commissioner, without whom much of the high quality support and services would not be possible. This is complemented by bequests, sponsorship, returns on investment and other donations. Funds are also received by the many, many Australians who are shocked and moved by the death of someone in the policing family, who puts their life on the line to protect all of us.

The amazing show of support through the large number of individual fundraising efforts and donations from the corporate sector have gone some way in providing comfort to the families of the fallen four and reinforced to all members of Victoria Police that their service is truly appreciated by the wider Victorian community.



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Dealing with the death of a colleague

Acknowledgement:

By kind permission of *New Zealand Police Wellness Hub*



Julie Mathews

National Wellness Manager

When a colleague dies the impact on his/her co-workers can be tremendous and can influence the workplace in a variety of ways. When the death is unexpected, as in sudden or violent death or in an accident or suicide the grief response can be quite traumatic.

Each person's experience of loss and each individual's grief response is unique to that person. There are, however, some common feelings and symptoms that are often experienced by the grieving.

These include: sadness, anxiety, depression, fear, irritability, guilt, anger, and a variety of other reactions including physical symptoms such as headaches, fatigue, intrusive thoughts and sleeplessness. These are all normal responses to a loss situation.

THE FOLLOWING STRATEGIES MAY HELP YOU THROUGH THIS SAD TIME:

- Talk to your colleagues and family and friends about what has happened and how you feel. Consider sharing your thoughts and feelings with others who have experienced a similar loss.

- Listen to and respect others – some may want to talk, some may not.
- Talk to professionals, family, and friends to help gain perspective about the death and decrease any feelings of guilt you may be experiencing.
- Pay close attention to, and get help for, any changes in your physical and emotional health as they may be related to the loss.
- Accept rather than deny your feelings, even unpleasant ones such as anger.
- Don't feel guilty about not feeling guilty, we aren't always impacted
- Choose to celebrate the person's life in your own way and tell stories of better times.
- Try to keep to a regular daily routine.
- Be active in making choices about engaging in activities and rituals.
- Keep to a balanced diet.

- Avoid too much coffee and tea as caffeine can affect the ability to relax and sleep.
 - Keep up outdoor activities, such as going for a walk or gardening. These activities can take you away from the stress and help to refresh you mentally.
 - Try and get some aerobic exercise.
 - Get some quiet time for yourself.
 - Avoid the excessive use of alcohol, smoking and other drugs.
- Try to understand that feelings and emotions such as sadness and tears; anger and irritability; low motivation and energy; being withdrawn and forgetful are all common at this time. These, and many other negative emotions and reactions, are the normal human response to grief.
- If you feel that you are over-reacting to the situation or want to talk to someone, contact your Welfare Officers.



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Proudly Supporting the Journal for Women and Policing



A mission to stay a step ahead through diversity



Diversity is a core element of modern policing. Like many police forces, the Australian Federal Police (AFP) is on a mission to increase its diversity within its workforce.

Why? Because we must be reflective of the community we serve so that members of the community can relate and feel represented by law enforcement, and so that we can empathise and relate to them. Because we need to reduce group thinking and fostering innovation and creativity if we are to stay a step ahead of the criminal environment. Because we need the public's trust and confidence in us for the AFP to keep Australia safe.

In 2016, an independent review of the AFP was commissioned to explore cultural diversity within the AFP. This review was led by former Sex Discrimination Commissioner, Elizabeth Broderick AO, and resulted in a publication titled *Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police*.

The report was a culmination of over six months of efforts and consultation with more than 1,000 AFP members.



Key themes of the report highlighted:

- The importance of strong leadership to cultural reform.
- The differential impacts of AFP culture on the experiences for both men and women.

- High rates of sexual harassment and bullying in the AFP.
- Barriers to and opportunities for increased women's representation in the AFP workforce.
- The challenge of combining a police career with family.

The importance of diversity is prevalent at the crux of these core themes. Diversity of gender, culture, thought and skill remains imperative, in ensuring the AFP achieves its very mission.

WHERE WE'RE AT ...

Women are underrepresented in many sectors, including policing, particularly in senior management roles.

The AFP has five priority diversity groups encompassing women; Aboriginal and/or Torres Strait Islanders; lesbian, gay, bisexual, trans or intersex (LGBTI) people; people with a disability; and culturally and linguistically diverse (CALD) people.



To support and embed this commitment, the AFP has taken a range of proactive steps to remove barriers for joining the AFP including:

- Trialling de-identified promotion and recruitment processes to address and minimise unconscious bias;
- Review of entry-level recruitment processes and gateways to identify unintended barriers for female applicants;
- Mandate selection panels to have a gender balance;
- Reviewing position titles, applicant information packs and job descriptions prior to advertising to assess for gendered and inclusive language; and
- Adopting a refreshed approach to testing the cognitive ability of applicants for entry-level positions by providing increased regular opportunities for candidates to complete the testing in more locations across Australia.

Rather than focusing on meeting the optics of diversity, the AFP acknowledges that amendments to recruitment processes have limited benefits, if organisational systems are not reviewed and changed to support diversity of thought.

This includes ongoing review and introduction of inclusive practices within the organisation. In the 2018-19 financial year, the AFP introduced online cultural competency training for all staff, inclusive language within internal governance and policies in addition to a recognised 'Day of Diversity'.

In addition, we developed a program for those who were on extended leave to keep in touch with the AFP. This includes ensuring women and men on maternity or paternity leave for example, have access to training or other opportunities while on leave, which also helps to transition back to the workplace.

WHERE WE'RE HEADED ...

As of June 2020, women represent 42 per cent of Senior Executive Service (SES) roles within the AFP, an increase from 23 per cent in 2016. While this is a positive shift, there is still room for improvement as women represent only 24 per cent of the sworn policing and 15 per cent of protective service officer roles.

The AFP continues to set and review targets, with a focus on achieving positive outcomes including:

- Females to comprise a minimum of 50 per cent of applicants considered;

- Females in sworn policing and protective service officer roles to increase to 35 per cent.
- The number of CALD people in policing roles to be increased by maintaining a minimum of 30 per cent CALD representation on every entry-level police recruit course;
- Aboriginal or Torres Strait Islander representation in the workforce to increase to 2.5 per cent.
- LGBTI members to reflect 10 per cent of the total workforce.

While these targets provide us with a guide to help us achieve better workforce diversity and inclusion, we also recognise that an approach from a numbers point of view is not enough. It's about empowering all people, which is a feeling, not just a number.

In 2020, there has been an increased public interest in equality and diversity with the recent 'Me Too' and 'Black Lives Matter' movements. More than ever, it is pertinent for the AFP to address cultural and gender diversity within our workforce to ensure the public can relate to us, are confident in our ability and protection of life and property, and most importantly, trust us.



Achieving a cultural and gender diverse workforce is more than 'ticking the box'. Small changes can have a ripple effect. A key part is continuing to tackle unfair bias at the heart of all our systems, processes and communications. It's not about hiring to balance demographics, but about hiring and investing in people who can bring new thought and different experiences to enable the organisation to outsmart crime and stay a step ahead.

So what's next? AFP Commissioner Reece Kershaw has acknowledged that there is "much more that needs to be done". As such, the AFP recently commissioned an experienced market research agency—Host Havas—to understand brand perceptions, drivers and barriers, gender differences, opportunities and challenges in recruiting and retaining diversity within the AFP. Recommendations are expected to form the basis of a number of new initiatives. Such initiatives will take a holistic approach and may include the development of long-term strategic campaigns with significant investment to target diverse groups to consider policing careers; opportunities to develop and promote entry-level pathways; review of recruit training practices and

revised approaches to training delivery. In addition to this, Commissioner Kershaw has engaged Sex Discrimination Commissioner Kate Jenkins to provide her expertise and insight into how the AFP can further address its unconscious bias, and to ensure this important body of work is used to best effect.

In the interim, Taskforce HORIZON (a taskforce established to re-shape and reform the AFP with a focus on increasing diversity) is identifying immediate strategies to engage and increase the female representation for entry-level policing roles. This includes

partnering with personal trainers to help internal female members meet physical gateway requirements to become a police officer, an existing identified barrier. This opportunity will help members prepare for the physical demands of recruit training as well as a chance to learn more about nutrition, sustainable fitness and injury prevention. But like anything, while we recognise that the path towards embracing diversity and inclusion is a lifelong journey for the agency, to be successful an agenda must be driven from the top – and for the AFP it is.





Inspector Francis RAMONE, PC Winnie DIKO, Inspector Clifford TUNUKI and Sergeant Raymond AKE

Explosive Ordnance Device Specialist



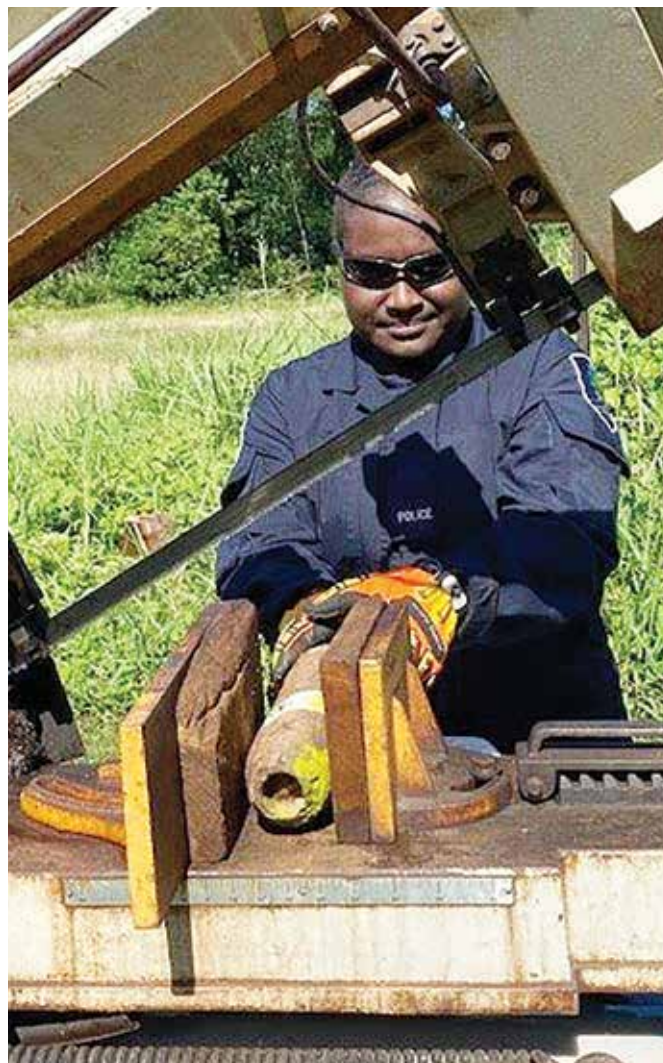
Tracey Dovey

Federal Agent – SIPDP Advisor

Police Constable Winnie Diko (PC DIKO) was only 19 when she left her home village of Sasamugga, in Choiseul Province in the far North West corner of the Solomon Islands (SI), travelling the full length of the New Georgia Strait in 2014 to the nation's capital of Honiara to join the Royal Solomon Islands Police Force (RSIPF).



PC DIKO carrying an US M56 HE mortar



Positioning the US M56 HE mortar on MCU

PC DIKO commenced her career in General Duties Policing, before progressing into the National Emergency Management and Special Events Planning Unit (NEMSEP).

In March 2020, after the Solomon Island Government declared a State of Emergency in response to the COVID-19 pandemic, PC DIKO was deployed to the RSIPF Police Operations Centre (POC) to assist the RSIPF in their coordinated response to COVID-19.

Throughout her time in the POC, PC DIKO was mentored and guided by Australian Federal Police (AFP) – Solomon Islands Police Development (SIPDP) Advisors, learning new skills and excelling in Incident Command and Control, Situational Report Writing, Log keeping and POC Administration.

Advisors have seen PC DIKO rapidly develop professionally and personally, going from being shy and reserved, to a very confident and capable woman. These newly gained skills and increased confidence now sees PC DIKO breaking



All photos taken by Tracey Dovey

barriers and leading the way for the females in the RSIPF.

In June 2020, PC DIKO joined the National Response Department (NRD) Explosive Ordnance Device Unit (EOD).

She is only the second female in the 42 year history of the RSIPF to work in

EOD and is carving out a path for herself and other RSIPF women as she launches her career in this historically male dominated unit.

PC DIKO is currently undergoing an intensive five week International Mine Action Standards (IMAS) Level One course which is endorsed by the United Nations.

This course requires PC DIKO to handle unexploded ordnance (UXO) and render it safe under the direct supervision of her Instructor. It is with great caution PC DIKO, carries the UXO, secures it on the Mobile Cutting Unit (MCU) and then remotely opens the UXO from a safe distance.

PC DIKO will gain plenty of experience in handling and disposing of UXO's, as the Solomon Islands is littered with them from World War II and the fighting campaigns in Guadalcanal and surrounding islands.

The job she now undertakes will in no doubt save lives of the people in the Solomon Islands.



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Our daughter changed Australia forever



By Rachael Casella

For most people, it can take a lifetime to leave a legacy, and even then, it's usually only for those loved ones who were close to them. But my daughter Mackenzie left a legacy after being here for only seven months.

On 11 March 2017, Mackenzie was born. That day my husband Jonathan and my life became complete. I was fulfilled in a way I never knew possible. I felt like my life was perfect.

But at just ten weeks old, out of nowhere, we were told Mackenzie wasn't moving as she should. What followed was two days of uncertainty before we were told Mackenzie had a genetic condition called Spinal Muscular Atrophy (SMA) Type One.

It was terminal and she would likely live to only eight months of age. In that

moment my world tore apart and would never be the same.

SMA is a rare neuromuscular disorder characterised by loss of motor neurons and progressive muscle wasting. We were told our baby girl would lose the ability to move her arms and legs, then her ability to swallow and eventually to breathe.

How do you begin to comprehend that? I still don't know.

Initially I shut down. I couldn't eat. I didn't want to speak all I wanted to do was hold my little girl. I hoped my arms and my love could take all this away.

I would have swapped my life for hers in an instant. Once the shock subsided, my husband Jonathan and I realised that our little girl needed us. We needed to show her the love and the life she deserved while we had her. She would only know love.

For the next few months we both took time off our work as Police Officers for the Australian Federal Police in Sydney. We spent every single moment making sure she was happy, entertaining her and loving her. We travelled Australia with Mackenzie showing her rainforests, deserts, oceans and rivers. She went to the zoo, participated in the city to surf, went to museums, experienced the light show Vivid, aquariums and had butterfly's land on her arms. She tasted treats, experienced smells and sensations, went on helicopters and hovercrafts, stood in dinosaur prints, put her feet in sand and caught snowflakes on her tongue.

On 22 October 2017, Mackenzie passed away in our arms at Sydney Children's Hospital. She was 7 months and 11 days old. My heart shattered that day.

After Mackenzie was initially diagnosed we began researching SMA and genetics. What we discovered angered us. SMA is a recessive genetic condition which means both Jonny and I unknowingly carried this genetic fault in our DNA and passed it on to our baby girl.





When two people with the same fault get together their children will have a 25 per cent chance of being affected by the condition, 50 per cent chance of being SMA carriers themselves and a 25 per cent chance of not being affected or a carrier.

We initially thought what we were going through was rare but in our research we discovered that every single person carries on average three to five genetic conditions in their DNA. Everyone. Yes you reading this – you carries these faults too. So whilst SMA is classified as a rare condition there are thousands of genetic conditions in the world and when combined it isn't rare. In fact the Jeans for Jeans website says that one in twenty children is born with a genetic condition of birth defect. These statistics are terrifying.

What happened to us happens every single day but people don't speak about it because it is scary and easier to put our heads in the sand until it affects someone you know.

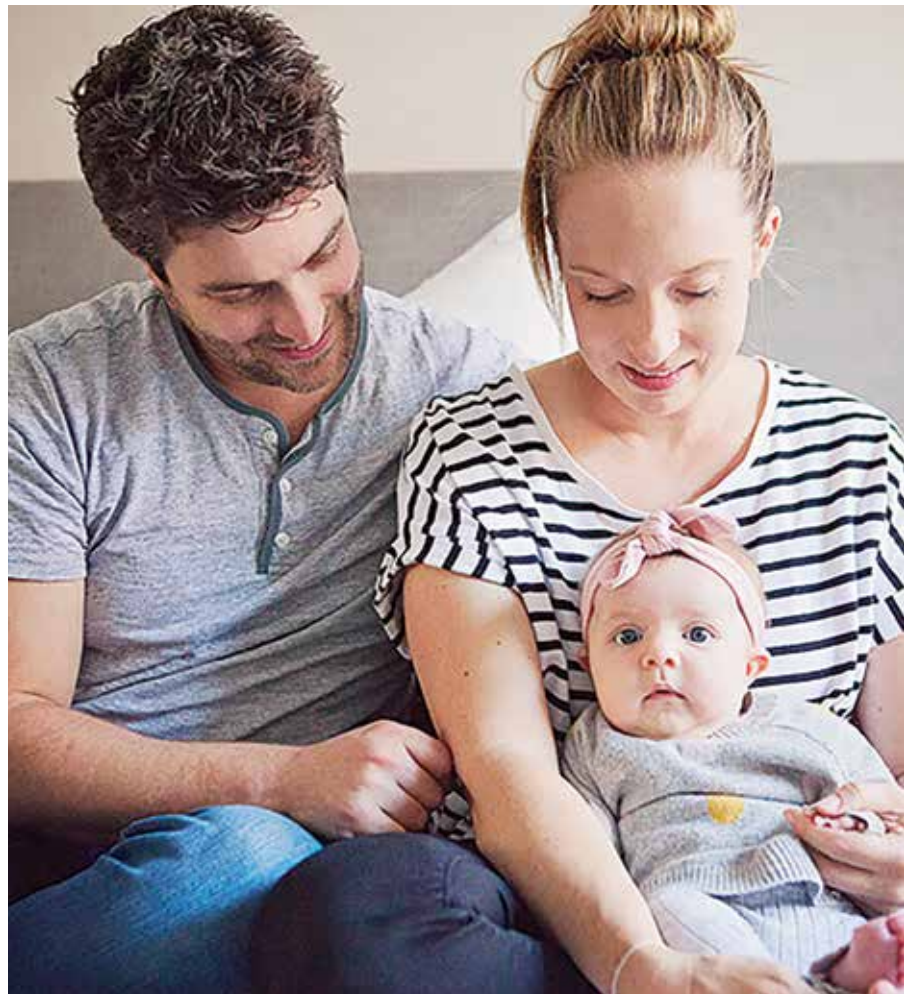
We wondered if there was any way for us to have avoided what happened to us. Not because we didn't love our daughter, we do. I would live every moment over and over but I would never voluntarily make her struggle for breath like she did. We found out that there is a test to discover what genetic conditions people carry and it is as simple as a mouth swab that can be sent in the mail which costs a few hundred dollars!!!

This test however, is only offered to those prospective parents that have a family history but four out of five children born with a genetic condition have no family history. So this process is flawed and dangerous. In fact some medical professionals don't even know about the test. Learning this we got so angry.

How is everyone not offered this test? Why are people not offered it routinely? Why is this not common knowledge? In policing we use DNA to put offenders in prison and in preconception we do blood tests to identify chromosome conditions like Down Syndrome but we don't use this mouth swab regularly to determine a couples risk of passing on a genetic conditions that can cause severe or lethal conditions in a child?

We decided to use our anger to create change. We began by writing a letter to all 275 members of the Federal Parliament. We introduced them to Mackenzie and asked for the following:

1. Genetic carrier testing to become routine in Australia and be subsidised by the Government. This testing should be offered to all prospective



parents. If they decide to have the test, it would provide them with information about any recessive genetic disorder that they might carry and whether they were at risk of having a child with a genetic disorder, as well as other information such as whether there is a treatment, etc.;

2. Awareness to be raised about genetic testing amongst medical professionals as well as the wider Australian public; and

3. The Government to subsidise IVF and pre-implantation genetic diagnosis (PGD) for those prospective parents who needed it for genetic reasons.

Over the next couple of months we started hearing back from members of parliament. Some of their responses disappointed us but most showed us kindness and support. Over the coming months we met with members of both the NSW and Federal Parliaments, including NSW Health Minister Brad Hazzard. Along the way, we also met a number of brilliant, kind health specialists and researchers who had all been trying for decades to make genetic carrier testing routine.

During this time, I also began writing media articles, posting on Instagram and started a blog in an effort to get our message out.

There were some disappointments, of course, as a few media organisations ignored our requests, trolling comments on my Instagram or meetings with influential people who only met with us as a token gesture. But overall, the response was overwhelmingly strong and positive, just like our daughter.

Slowly we built an army; Mackenzie's Army.

In February 2018, we met with the Federal Health Minister Greg Hunt. I cannot adequately express to you the kindness, compassion and genuine nature of this man and his team. He cried with us for Mackenzie and promised he would create change, a legacy for our daughter.

After less than a year of campaigning, they achieved their goal and Mackenzie's legacy was born. In the 2018-2019 Budget, the then Treasurer Scott Morrison announced \$500 million for the Australian Genomics Health Futures Mission, \$20 million of which was for



to the public and medical professionals as well as sitting on a number of the Mackenzie's Mission committees.

In the last two years we have been also trying to have more children through IVF.

With IVF we can test our embryos with only those that are healthy to be transferred. This has been a hard journey physically, emotionally, mentally and financially. We have endured nine rounds of IVF so far and devastatingly lost another two children at 14 weeks pregnant. One girl called Bella and one boy called Leo.

Our life has been hard and it is not what we expected. We are good normal people. We are Police officers. We pay our taxes and donate to charity. Despite our pain we feel like lucky people surrounded by love.

Amongst our tragedy we have forged our identities. We are Mackenzie's parents. We got the gift of our daughter and we refuse to see her life as only a sad story. She is so much more. She gave us perspective and love. She turned our grey lives into colour and we are better people for having known her.

We have been lucky to turn our journey into a book which we just released called Mackenzie's Mission. We hope our story helps others going through child loss, grief, IVF or termination for medical reasons.

We hope it makes them feel less alone and becomes a resource for people. But I also hope that others take the time to read our story and learn from it. Whilst parts of it are hard our book has been described as beautiful, full of hope and full of lessons all should learn.

I hope to be able to share the gifts Mackenzie has given to us. People shouldn't look away from hard topics because difficult situations and emotions are the admission we pay for a fulfilling life.

Mackenzie's Mission, a pilot study of pre-conception screening for rare and debilitating birth disorders including Spinal Muscular Atrophy, Fragile X and cystic fibrosis. This will test 10,000 couples over the next 2-3 years for 1300 genetic conditions.

We have now spent the last almost three years living and breathing Mackenzie's Mission and we are far from done. In 2022, we hope that Mackenzie's Mission will be rolled out to all of Australia and become a routinely offered test that is free for all who want it.

This will save others from the pain they have had to endure, provide treatments to sick children earlier and give families choice and information around their children's health.

In addition, we have had the guidelines changed by the Royal College of General Practitioners and the Royal College of Obstetricians and Gynaecologists to now say that they recommend genetic carrier testing is offered to all prospective parents rather than just those with a family history. We are also working hard to make sure we spread the message



'A true love story'
Mia Freedman, founder of Mamanita

Book:

<https://www.booktopia.com.au/mackenzie-s-mission-rachael-casella/book/9781760527457.html>

Mackenzie's Mission genetic carrier testing:

<https://www.mackenziesmission.org.au/>

Blog:

<https://www.mylifeoflove.com/>

Instagram:

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Strong winds of change



Reflection by:

Dianne Thomson Inspector



Western Region Division 4 Women in Policing Local Committee (WIPLC)

The Wimmera is in western Victoria and covers an area of approximately 30,000km² or 10 per cent of Victoria. The Wimmera extends from the Grampians National Park to Lake Albacutya, near Rainbow, and from the South Australian border in the west to Navarre in the east. There are changes happening in the Wimmera. They have developed an approach which supports the advancement of women in their area.

The winds of change are blowing freely in the Wimmera (*Western Region, Division 4*). Confidence is high and women are soaring, taking on roles historically held by men.

In beautiful Halls Gap, an area generally associated with search and rescue capabilities, the police station is run by three women. The team is highly trained and have demonstrated their skills by coordinating high angle rope rescues to locate lost hikers and injured climbers. Never have the staff at this location been exclusively women and Sergeant Karen Bain is excited to begin this new chapter, "I'm very proud to be leading this strong and dedicated team at Halls Gap. Their deep commitment to the community is matched by their strength, resilience and bravery when responding to search and rescue incidents in the Grampians National Park. As a member of Victoria Police for 30 years to be part of this first all-female team is quite remarkable".

Further to the west on the outskirts of the Horsham Police Service area, there are four 16-hour remote police stations which have never simultaneously been staffed by women – until now. With the recent appointments to Kaniva, Edenhope, Nhill and Dimboola the future looks promising from the great contribution of these women's energy and capabilities.

On the management frontier, two out of the three inspectors are women, showing the advancement of women into leadership roles within the area.

So, what is blowing in the Wimmera winds to assist this change you might ask?

The answer lies in a combination of having a strong plan, identifying and removing barriers, developing confidence and assisting others to see the possibilities. This, coupled with a management team who wants you to

advance, will cheer for you when you succeed and provides support for you when needed has encouraged enormous growth for women in the Wimmera.

There were many resources, including the Victoria Police Gender Equality and Inclusion Strategy (2017-2020), which provided evidence of the need to address inequality and a roadmap for how to progress further to achieve change. Wimmera embedded its commitment towards continuing to progress gender equality and diversity by ensuring that its Local Diversity and Inclusion Plan focussed on raising awareness and educating its divisional leadership team on the issues experienced by people, especially women. The action plan presented a platform to highlight the dimensions of diversity: age, gender, ethnicity, race, sexual orientation, physical and mental disabilities. These six focal areas have



formed the core of the Wimmera's work in understanding how to shape our values, expectations and experiences when we apply a lens which differs from our primary experiences.

The divisional leadership team has embraced the plan and has actively attended 'Communities of Respect and Equality' events where they can hear first-hand women's stories. This has provided a perspective, experiences and stories beyond policing for the team to consider.

To identify and address the barriers experienced by women the management team relied on the counsel of the Women in Policing Local Committee (WIPLC). WIPLCs have been established across regions, commands and departments to provide a safe space for women employees (police officer, protective services officers and public servants) to raise relevant workplace issues and concerns.

The Wimmera WIPLC was able to identify and address some of the attitudinal and systematic issues impacting women and identify barriers which inhibited their developmental pathways. Some of the barriers included workplace culture, lack of female leaders working at remote stations as role models and lack of mentors.

To address these barriers, it was identified that there was a need to build confidence, and encourage women to apply for leadership opportunities at the remote stations.

Once the barriers were understood and started to be addressed by the management team, then the area was able to truly access the full pool of talent.

Establishing a strong mentoring and coaching program formed a big part in developing the confidence of women to apply for roles. One-on-one conversations with women having the attributes, skills and experience to succeed in these positions was important to ensure members took the leap and backed their skills when vacancies were advertised.

Historically, one of the biggest barriers for women considering these roles was not having previous role models to inspire and relate to. Outlying rural and remote area of Victoria still have significantly higher male to female ratios. This had an impact on workplace culture, how gender diversity was valued, and confidence women had in applying for promotional opportunities. However,



(from L to R) First Constable Georgie Schirmer Dimboola Police, Inspector Di Thomson Horsham Local Area Commander and Senior Constable Kristy O'Connor Nhill Police.



Rescue off Boronia Peak in the Grampians.

the management team realised in driving genuine reform they would need to strengthen operational capability through a more diverse workforce.

In the Victorian Wimmera, women are where you have never seen them before and this naturally feels like an excellent professional fit, if not a well overdue one. Having supportive, open, honest and non-judgemental people around you will always make life easier, and in many ways, you can instil a previously untapped confidence in yourself and abilities. The current cohort of men within the Wimmera, are open to being champions of change and supporting women's access to upgrading, training opportunities and appointment to leadership positions. Their individual and collective leadership has assisted to elevate gender equality.

More importantly, communities are being served and kept safe, which



Senior Constable Sarah Bartorelli and Sergeant Karen Bain.

is strengthened by gender diversity. Community members can now exercise choice in exposing their vulnerabilities. Having women accessible for crime reporting has already paid dividends with a serious family violence incident being investigated in one of these locations after the affected family member established trust with the officer and disclosed extensive history of serious, violent assaults not previously disclosed.

Many people within Wimmera have put energy into building gender equality into the values, culture and operations. Cultural reform involves changing deep-seated ideas and this can only be done through education, communication and engagement. There must be trust, shared values and beliefs, plus a strong instinct and desire to build a diverse and respectful workplace. The good folk of the Wimmera are well on their way to achieving this.



Leading with compassion and humanity

New Zealand Police has a new Commissioner, Andrew Coster

The announcement of his appointment was made on 9 March, less than a month before he began in the role on 3 April 2020.

It was an unusual transition, taking over from outgoing Commissioner Mike Bush in the middle of the Police response to the COVID-19 pandemic, but the new Commissioner says it is a fascinating time to be leading the New Zealand Police.

Andrew Coster, at just 45, has had a career spanning over 25 years. This has included a variety of Police leadership roles that have taken him around New Zealand, to Auckland City Central as Area Commander, and to Southern District as District Commander.

He has also been a Solicitor in the Office of the Crown Solicitor in Auckland, and spent some time seconded to the Ministry of Justice as Deputy Chief Executive, where he led the development of a five-year plan to modernise courts and tribunals.

Before being appointed as Commissioner, he was acting Deputy Commissioner: Strategy & Partnerships. In that role he worked with the Government on firearms reform after the 15 March 2019 mosque attacks in Christchurch, and says he's particularly proud to have been part of that work.

"New Zealand Police is an outstanding organisation and I am immensely proud to lead it."

Now, as Commissioner, Andrew says it is a huge honour to have been given the role. *"New Zealand Police is an outstanding organisation and I am immensely proud to lead it."*

He says he wants to carry on a legacy of transformation started by former Commissioner Bush, while making sure all people – within and outside the organisation – are treated with fairness and humanity.

In his first month, he announced his top three priorities for his 5-year tenure, confident that these will help New Zealand Police achieve its vision: To be the safest country.

The three priorities are:

BE FIRST, THEN DO

This is about how police staff treat each other and how they are to the people they deal with, whether victims or offenders. Andrew wants to see humanity in every interaction and appropriate responses to people – looking at the broader context and helping people to recover from their problems.

"It is a reality of policing that our staff often encounter people in the community at their lowest moments, or during the worst time in their lives. It's important to understand each person's unique circumstances and respond in a compassionate and reflective manner."

Within the organisation, Andrew wants to see a focus on leadership, team culture and an environment that allows police staff to be their best.

"I want us to have a culture where people can respectfully speak their minds to leadership and have it received as helpful input."

Be first then do supports an ongoing commitment to enabling women to succeed and reach their full potential within New Zealand Police.

It is important to Andrew that New Zealand Police is an organisation parents would trust their child with, whether as an employee, victim or in any other capacity.

DELIVERING THE POLICE SERVICE NEW ZEALANDERS EXPECT AND DESERVE

Andrew says it's really important that New Zealand Police understand what it is our communities are looking for from their police service, and do our best to deliver this.

"I see it as the Police Executive's role to make sure we enable our people with the right systems – systems that are fast, smart and easy – so they can do their jobs well."

"We also need to be focused on getting the basics right, as often that will give the best result."

FOCUSED PREVENTION THROUGH PARTNERSHIPS

This priority is about focused police effort and working with others to achieve outcomes.

"Working together involves not only ourselves, but our partners and communities. We police by consent; this means we work alongside and with"



“Our model of policing is underpinned by the concept of discretion, exactly because the law applied without judgment can lead to worse outcomes than the harm at which the law is directed in the first place.”

the broad support of the communities we ourselves come from, in order to be effective.”

For New Zealand Police to realise their vision that New Zealand is the safest country, Andrew says they have to work with other agencies and groups because they know they cannot do it alone – and there is a massive contribution and impact that others can make.

Andrew’s new style of leadership has been at the fore of the Police response to iwi checkpoints during COVID-19.

“For many Māori communities, the knowledge that, on a per capita basis, seven times as many Māori died compared

to Pākehā in the last big epidemic was an understandable cause for fear and concern,” he stated in an opinion piece released to the New Zealand public.

“Our model of policing is underpinned by the concept of discretion, exactly because the law applied without judgment can lead to worse outcomes than the harm at which the law is directed in the first place.”

More recently, Andrew spoke at a George Floyd vigil, a public gathering to remember George Floyd and talk about bias in the criminal justice system. Fronting up to such a gathering is part of his desire to engage genuinely with issues and be open to important

conversations because, he says, *“it’s only through dialogue that we can have a meeting of minds and achieve the change we wish to see.”*

New Zealand Police’s whakataukī (proverb) is “E tū ki te kei o te waka, kia pakia koe a ngā o te wā” – Stand at the stern of the canoe and feel the spray of the future biting at your face.

This reminds us how important it is to have leaders who can navigate to the future with courage no matter what the changing landscape brings.

Commissioner Andrew Coster is keeping the canoe on course to a safer, better future for all New Zealanders.



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Neighbourhood Watch Queensland: Community participation in crime prevention and feelings of safety



Dr Renee Zahnow (University of Queensland),
Professor Lorraine Mazerolle (University of Queensland)
and **Maria Bennett** (NHWA)

Neighbourhood Watch (NHW) is a globally recognised community crime prevention organisation that relies on the co-ordinated efforts of residents, in collaboration with local police, to prevent crime and disorder (Holloway, Bennett & Farrington, 2008; Rosenbaum, 1987; Skogan, 1989; Weatherburn, 2004).

NHW was first introduced in the United States (US) in the late 1960s in response to increased crime and deteriorating community-police relations (Yarwood, 2012). Over the ensuing decades, NHW has grown into an international phenomenon and a leading example of community-based crime prevention across Australia, New Zealand, Europe, the United Kingdom (UK) and Asia (Holloway, Bennett & Farrington, 2008). NHW enlists citizen participation in the detection, reporting and prevention of crime (Louderback & Sen Roy, 2018). NHW members are involved in local surveillance, target hardening and social activities and are encouraged to report suspicious activity to police and not intervene (Holloway, Bennett & Farrington, 2013). At its core, NHW aims to connect communities and empower residents to achieve a safe and secure neighbourhood where crime is less likely to occur.

In this study we draw on a survey of members of Neighbourhood Watch Queensland to assess how “active” membership in NHW is associated with feelings of safety. Neighbourhood Watch Queensland (NHWQ) is a branch of NHW Australasia and is listed as an official crime prevention program of the Queensland Police Service (QPS) (Neighbourhood Watch State Office [NWSO], 2019). Any resident who believes a community-police partnership

will help to achieve crime prevention in their local area (NWSO, 2019) can form a Neighbourhood Watch group. To become a NHWQ member, interested residents must complete a Volunteer Application Form and consent to the QPS completing a criminal background check (NWSO, 2019).

Once approved, NHWQ groups meet online or face-to-face. In both cases, a sufficient number of local residents must approach their local Queensland Police Service (QPS) District Crime Prevention Coordinator (DCPC) or Station Community Crime Reduction Officer (SCCRO) to discuss NHW program implementation (NWSO, 2019).

BACKGROUND LITERATURE

NHW groups focus on reducing the occurrence of preventable crime, increasing the frequency of reporting crime, enhancing the personal and household safety of residents through information campaigns, and encouraging communication and familiarity between residents (Fleming, 2005). Previous research on Neighbourhood

Watch groups suggests NHW activities primarily consist of local surveillance or patrols, property marking, and home safety surveys ('The Big Three') (Holloway et al., 2013).

NHW groups also foster social cohesion among local residents by hosting community events such as Know Your Neighbour campaigns, Coffee with a Cop, BBQs, and family fun days, thereby enhancing social cohesion, inclusion and facilitating community relations with the police (Fleming, 2005; NWSO, 2019).

In addition to the traditional NHW program consisting of face-to-face meetings and activities many groups also maintain an online presence to engage with the community via facebook/blogs/E-Watch.

This communication can include advertising community events, providing crime reports, outlining safety advice and information campaigns, and raising awareness about current community-related issues, security and crime prevention by publishing information (NWSO, 2019).





Table 1: Factors predicting NHWQ members' feelings of safety

	Generalised safety			Day time safety			Night time safety		
	B	SE	P	B	SE	P	B	SE	P
Active NHWQ member	0.292	0.058	***	0.218	0.058	***	0.366	0.070	***
Gender	-0.203	0.058	**	-0.018	0.058		-0.388	0.070	***
Age	-0.016	0.033		0.001	0.033		-0.033	0.040	
Children	-0.003	0.083		0.013	0.083		-0.020	0.100	
Married	0.015	0.069	*	0.092	0.069		0.213	0.084	*
Employed (ref) Retired	-0.152	0.079		-0.099	0.079		-0.204	0.095	*
Other	-0.043	0.084		-0.040	0.084		-0.045	0.102	
Residential duration	0.023	0.028		0.056	0.023	*	-0.011	0.034	
Perceived collective efficacy	0.091	0.050		0.055	0.050		0.126	0.060	*
Frequency of neighbouring	0.126	0.042	**	0.099	0.042	*	0.153	0.050	**
Recent victimisation	-0.156	0.060	**	-0.112	0.059		-0.199	0.072	**
Perceived community problems	-0.723	0.062	***	-0.586	0.062	***	-0.860	0.076	***
Police effectiveness	0.198	0.038	***	0.204	0.038	***	0.193	0.046	***
Crime rate	-0.0002	0.0002		-0.0002	0.0003		-0.0002	0.0003	
Constant	2.956	0.282		2.966	0.281		2.947	0.340	
Pseudo R ²	0.4186	0.3424	0.4071						
F	29.73***	21.49***	28.35***						
BIC	1269.821	1267.663	1494.86						
N	593	593	593						

The work of Neighbourhood Watch is founded on four key crime prevention principles:

- 1- *Defensible space and natural surveillance* (Newman 1972): Neighbourhood Watch encourages members to act as guardians in their community and provides members with advice on how to modify their residence to enhance natural surveillance.
- 2- *Situational crime prevention* (e.g. target hardening, access control, removing excuses, increasing risks and reducing rewards of offending) (Clarke 1997) and *Crime prevention through Environmental Design* (e.g. enhanced security/visibility through CCTV and lighting; landscaping to ensure visibility of the house from the street): NHW runs community awareness campaigns and endorses interventions that align with the principles of SCP and CPTED such as property marking and the installation of one-way screws on number plates.
- 3- *Community policing*: NHW can assist police investigations by enhancing police-community engagement and the flow of information between police and residents (Bennett et al., 2006; Holloway et al., 2013).
- 4- *Community collective efficacy*: NHW can strengthen community social



cohesion and capacity of residents to regulate behaviour by intervening or contacting authorities when problems occur (Sampson Raudenbush and Earls 1997).

Empirical research demonstrates that the presence of NHW groups is associated with lower neighbourhood crime. A worldwide systematic review of NHW programs found that across all studies, on average, NHW reduced crime by between 16 and 26 percent (Bennett et al 2013).

Moreover, the benefits of NHW in relation to crime reductions have been observed for violent offences and

property crime (Louderback & Sen Roy, 2018). While research documents the crime prevention effects of NHW studies have yet to explore other potential benefits of the organisation such as reducing fear of crime, and enhancing community-police relations (Murphy & Cross, 2012). As research pertaining to the benefits and functions of NHW have mostly been explored in the US or UK and the majority of studies are dated, little is known about the current state of NHW in Australia and how the organisation is experienced by members (Lub 2018; Murphy & Cross, 2013). Our study aims to address this knowledge gap.



THE NEIGHBOURHOOD WATCH QUEENSLAND SURVEY

The Neighbourhood Watch Queensland survey was distributed to all registered members of on the 12th June 2019 via email; the link to the survey was also available on the NHWQ facebook page. The survey asked members questions about their participation in NHW, their perceptions of and attitudes towards NHW, their neighbourhood, feelings of safety and perceptions of the police.

In total 1348 participants completed the NHWQ survey; 799 Neighbourhood Watch members and 549 non-members. In line with previous research findings demonstrating that community crime prevention organisations are often comprised of senior residents, 45.70 per cent (n=517) of our sample were aged 60 or over (Murphy & Cross, 2012; Bennett et al, 2008). In terms of education, 43.13 per cent of participants indicated they had a University degree. Fifty-seven per cent reported they have lived in their current home for more than 10 years. There were more female participants (55.98 per cent) than males (44.02 per cent).

PREDICTORS OF SAFETY AMONG NHWQ MEMBERS

Feeling safe in the residential neighbourhood is essential for physical and mental wellbeing. We estimated three regression models to examine overall feelings of safety; feelings of safety during the day and feelings of safety at night. The results of the overall safety model demonstrate that active

members of NHWQ feel safer than non-active members. Males and participants who have not experienced recent crime victimisation also feel safer than females and victims respectively. Perceived police effectiveness and frequency of neighbourly interactions were positively associated with feelings of safety while individuals who perceived greater problems in the community feel less safe.

Daytime feelings of safety are positively associated with active membership in NHWQ, perceived police effectiveness and frequency of interactions with neighbours. Duration of residence in the local area is also positively associated with daytime feelings of safety while seeing more problems in the community makes participants feel less safe during the day.

While most participants feel “very safe” in the neighbourhood during the day, feelings of safety in the neighbourhood at night vary more widely across the sample. Active Neighbourhood Watch members, males and married individuals feel safer at night than non-active members, females and singles respectively. Retirees report feeling less safe at night-time than employed participants. Participants who perceive their neighbourhood as having higher levels of collective efficacy and who interact more frequently with their neighbours feel safer at night time while those who perceive greater problems in the community or have recently been a victim of crime feel less safe at night.

CONCLUSIONS AND RECOMMENDATIONS

NHW plays an important role in co-ordinating a successful partnership between local communities and police to achieve safer more secure neighbourhoods. Participation in NHW has benefits for both individuals and communities. The results of our survey of NHW Queensland members reveal that individual members’ participation in Neighbourhood Watch exists on a continuum from very active to passive engagement with approximately 50 per cent reporting they meet with their NHWQ group monthly and email frequently while a further 30 per cent state they have never had any contact with other members of their NHWQ group. Very active membership – frequent attendance at meetings and participation in activities – is associated with the greatest individual benefits: compared to non-active members, active members of NHW feel safer in their neighbourhood during the day and at night. Other results of our survey, not presented here, demonstrate that active members are also more aware of and more engaged in pro-active crime prevention. They are also more likely to take action when they observe problems in the community. Our survey demonstrates the benefits of Neighbourhood Watch Queensland for the community and the individual, it also highlights ways that NHWQ can grow and develop in the future through engaging with a broader audience and enhancing police involvement in their activities.

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Australian Government

OFFICIAL MEDICAL ADVICE

Coronavirus:

Thanks to you, we are saving lives and stopping the spread.

But it's important we continue to keep all Australians safe.

Stay at home unless necessary and avoid non-essential travel.

Banks, supermarkets, petrol stations, medical services and suppliers remain open.



If you can, you should work from home.

Use phones for meetings, stop handshaking, tap to pay where possible instead of using cash.



Maintain physical distancing and hygiene practices.

Keep 1.5 metres of physical distance, exercise away from others, and wash your hands regularly for 20 seconds.



Visit australia.gov.au to find restrictions specific to your State or Territory.



Megan leads the Australian contingent during the Parade of Nations

Alaska bound



Travelling to Alaska to attend the International Association of Women Police (IAWP) 2019 annual conference as the recipient of the International Scholarship award was a great opportunity for Victorian Police Officer Megan Dobbs to learn from and network with Police officers from around the world.

This scholarship is awarded to one person each year with the recipient funded to attend the conference covering travel, accommodation and registration.

The theme of the 2019 conference was 'Mentoring the Next Generation' and Megan joined 700 police officers from 43 nations at the conference held in Anchorage. As well as the International Scholarship there were a number of awards for various categories presented at the conference to recipients from various countries.

Highlights for Megan included the opening ceremony where she received her award and gave an acceptance speech, as well as being nominated

to be the flag bearer for Australian Police contingent during the Parade of Nations. "Walking through the streets of Anchorage, holding onto the Australian flag, pipe band up front, with the community cheering you on, was incredible."

She also participated in a Police Remembrance Service at the Alaskan State Troopers memorial site which coincided with the Australian Police Remembrance Day.

A prayer and a poem was shared and participants reflected on their colleagues who had passed. Standing side by side with police from various jurisdictions, in silence, snow-capped mountains in the background, was an

experience that will stay with her for a long time.

Presenters at the conference included Amy Hess – Executive Assistant Director of FBI Criminal Cyber, Response and Services Branch, Lashinda Stair the First Assistant Chief of Detroit Police Department and Atifete Jahjaga, the first female President of the Republic of Kosovo and one of the first women in the Kosovo Police.

"Each of these women shared their experiences of being women in policing, all from very different contexts, each being equally impactful."

One of the sessions Megan particularly enjoyed was presented by retired Lt Kris Sell, from Juneau Police. In 2017,



2019 IAWP award recipients – Megan Dobbs far left front row



Megan Dobbs and fellow Victorian officer Karen House



Megan with fellow attendees at the conference

Kris created the “Year of Kindness” Campaign, as a community engagement, social cohesion and crime prevention initiative. Juneau had seen an increase in hate crime, some of it directed at the police. Over a 12-month period there was an increase in acts of kindness, and a reduction of community conflict. Kris was able to influence police culture whilst strengthening community police relations.

Megan also attended a session on the Forensic Response to the Pulse Nightclub terror attack in Orlando, which was

a stark reminder of the challenges of managing a complex crime scene with 49 fatally wounded victims.

Throughout the conference she was able to network and build relationships with other women police and the conference certainly reinforced for her the value of mentoring relationships – “I know first-hand, through my own mentee and mentor experiences, how important they are, and how they can contribute to the advancement of women.”

She is very grateful to both her mentor, Assistant Commissioner Lauren Callaway, who encouraged her to apply for the scholarship and the IAWP for whole experience – “It has truly opened up a new world to me, one I would never have known about”.

Since returning from Alaska Megan has been promoted to Inspector and has been mentoring several young women in Victoria.

The 2020 IAWP conference was due to be held in Indonesia and due to COVID has been postponed until September 2021.

Further information about IAWP and the International Scholarship can be viewed at the following link – <https://iawp.wildapricot.org/>



International Women & Law Enforcement Conference

Auckland New Zealand

17-21 Sept 2023



Breaking News!



Save the Date

17-21 September 2023

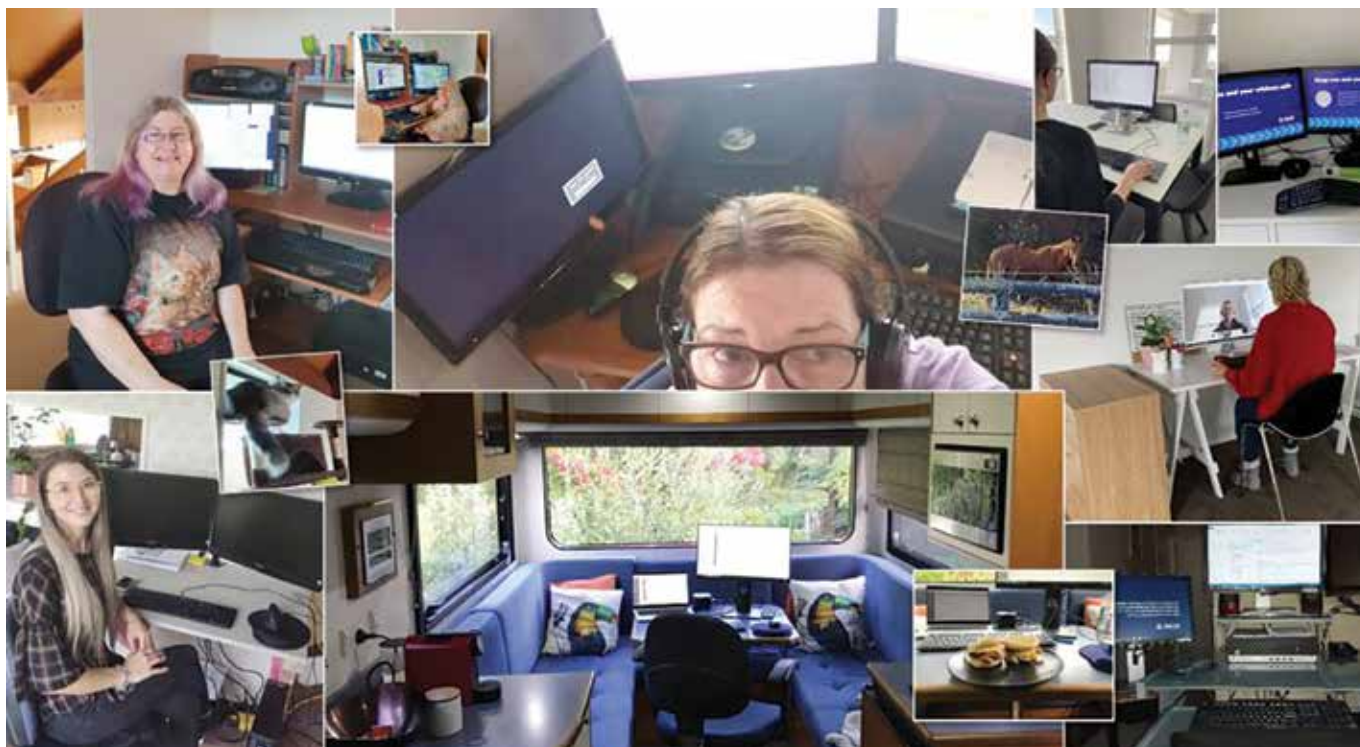
The International Association of Women Police (IAWP) has accepted a proposal to hold a joint conference with ACWAP and New Zealand Police. The conference is being held in Tamaki Makaurau (Auckland) New Zealand from 17-21 September 2023.

This will offer Australasian staff of all genders a great opportunity to attend a world class conference/professional development opportunity.

ACWAP president Debbie Platz says "ACWAP has already successfully run a joint conference with IAWP two times in Australia – the last time being in Cairns 2017. Now is time for a conference to be held in New Zealand. Bringing together IAWP and ACWAP in a joint conference strengthens the training and development opportunities for all attendees. We know that the New Zealand Police will host a superb conference – bringing the spirit of manaakitanga and providing attendees with a unique experience"

More details to come once website and registration details are finalised.





Police staff home office set ups during the level 4 lockdown

Our People Response COVID-19 in New Zealand



Polly Johnson

NZ Police Diversity and Inclusion Advisor

Like the rest of the world, New Zealand has not escaped the impacts of the global COVID-19 pandemic. After New Zealand's first case was reported in late February the government implemented a system of alert levels to reflect the risk posed by COVID-19 to the New Zealand population.

Restrictions on public movement and trade varied at each alert level, with Level Four being the strictest. New Zealand entered Level Four at the end of March and remained there for five weeks.

During this time people were required to isolate in their homes and all non-essential work and activity ceased.

New Zealand Police played a key role in public reassurance throughout this time with the focus on engaging with the public, educating them about the restrictions, encouraging them to comply, and using enforcement only as a last resort.

"The Police Executive are very proud of the calm, confident and compassionate manner in which all our staff went about their duties throughout the alert levels," says Assistant Commissioner Richard Chambers, Senior Responsible Officer for New Zealand Police's COVID-19 response.

"However, we knew that to keep our communities safe it was vital to first keep our people safe during this fast-evolving crisis," he says. "We worked swiftly to roll out a range of initiatives to support the wellbeing of our people and their whānau (families) during lockdown and as restrictions eased."

Some of these initiatives were brand new projects, while others capitalised on existing infrastructure and ways of working.

To make sure that staff were able access individual support easily and quickly the Our People Support Team was established. This was a one-stop-shop that provided specialist advice to staff via phone or email on a wide range of topics including health and safety, leave, payroll and self-isolation.

"This team's efforts were outstanding. They responded to more than 1200 requests for assistance, giving our people the support they needed when they needed it," says Richard.



Acting Sergeants Doug Peach, Julia Lemon, Paul Lampe and Jay Berentson await arrivals at New Plymouth

After the move to Level Four, opportunities were identified to proactively engage with vulnerable, isolated or at-risk staff. This included those aged 69+, self-isolating due to medical reasons or on special leave and unable to work from home.

Wellness phone calls were made to these staff, to ensure they were well supported and to identify any welfare issues. Over 1900 calls were made to people throughout the organisation.

The calls were very well received and provided great reassurance at a time when people were feeling particularly vulnerable.

Wellness 'pulse checks' were taken across the whole organisation by surveying all staff during Level Four and again at Level Two. This was to find out how staff were feeling and whether they had what they needed to keep themselves, their whānau and New Zealand's communities safe. This information was used to improve practices to keep all staff well and healthy, and to identify anyone who needed extra support.

The Our People Support Team used Police's digital platforms to ensure wellbeing support could reach staff. The Safer People team launched the "Lockdown Lowdown" – a collection of COVID-19-specific health and wellbeing resources – on the online

"We knew that COVID-19 would be having an impact on our people's home lives and wanted to alleviate the pressure that work and financial stress would add to that," says Richard.



Assistant Commissioner Richard Chambers

Wellness Hub, available to all staff and their whānau.

The overall internal communications approach has received great feedback from throughout the organisation.

A single source of truth was created on the organisation's intranet right from the start so staff could always find the most recent information – and became some of the highest viewed intranet pages New Zealand Police has ever experienced.

This approach was supported by almost 100 emails to all staff updating them as the COVID-19 response evolved rapidly, covering both personal wellbeing issues as well as changes to operational guidance.

New Zealand Police's Continuous Education Programme produced a series of podcasts on COVID-19-related topics, including coping with extraordinary pressure and disruption, managing whānau stressors and conflict, and leading remotely.

Alongside these wellness initiatives staff could also access paid special leave where they were unable to work during lockdown.

"We knew that COVID-19 would be having an impact on our people's home lives and wanted to alleviate the pressure that work and financial stress would add to that," says Richard.

This leave was especially valuable to staff who were caring for school-aged



Police staff delivering supplies to a 'Golden Oldies' netball team in isolation after returning from a tournament in Hawaii



Constable Ma Meti addressing the group in Cook island Māori

children at home or who were required to self-isolate.

Emergency accommodation was provided to more than 80 staff and their whānau who had to self-isolate due to potential exposure to COVID-19 and were unable to stay in their homes.

Mobile technology played a key part in the COVID-19 response.

All frontline staff have a mobility device (iPhone) and the existing technology was leveraged to enable greater flexibility on the front line.

The Checkpoint app, developed to support reassurance activities following

the March 15 mosque attacks, was a key tool on the frontline. Staff were able to record self-isolation checks and reassurance visits instantly via Checkpoint.

This was efficient for staff and ensured data was immediately available to those planning future response and deployment.

Checkpoint also enables on-the-spot access to reference material, and this was expanded to include COVID-19 resources. A COVID-19 quick link app was also installed on all mobility devices, allowing instant access to up-to-date information on the intranet.

"An organisation like New Zealand Police is only as strong as its people," says Richard. "Through innovation and reimagining our existing capabilities we were able to ensure our people were safe and supported, so that they could deliver the best possible response to COVID-19 for our communities. New Zealand has been recognised internationally for our approach to the global pandemic and success in minimising risk to our communities. The role of New Zealand Police was a significant factor in this success and the leadership shown by Our People Support Team was instrumental in enabling our staff to be their best whatever their personal and work circumstances."



Managing the balance



Dr Narelle Beer

Assistant Commissioner of Police (NT)

After spending over thirty years policing across two jurisdictions whilst managing a family, pursuing academia and seeking promotional opportunities, one of the questions I am most often asked is how do I manage that elusive 'Work Life Balance'?



Narelle Beer

I have to admit that I used to look up to the more senior police women and feel inadequate at not feeling as though I was indeed managing this 'balance' and wanting to understand the secret or the recipe that would change my life and suddenly enable me to be everything to everyone – which is what I at-times felt I needed to do and be.

Now that I am closer to end of my career I want to share what I have learnt and that is that the ideal of a 'Work life balance' is misconstrued or misinterpreted. In the past this 'Work Life balance' conjured in my mind a set of scales that balanced perfectly in the middle and this, I erroneously assumed, would enable me to be evenly committed to work and to home life and to still, have that all important 'me' time. However, this was both misguided and unrealistic. I now recognise that a 'Work Life balance' is understanding and appreciating the commitments on my time and my role is ensuring that I better manage these demands that inevitably compete across my professional and personal lives.

Joining Victoria Police in 1988, I was driven to advance and I wanted to do it all and to have it all – work in specialist areas, have a family and be good at what I did. Prior to marriage and having my daughter, this was achievable – working hard, putting in the hours and 'living work' whilst also pursuing my academic passions.

Marriage (to a police officer) didn't really impact on this drive however, having a baby with no extended family support with two shift working police parents was possibly the most sleep deprived I have ever been. Returning to the workplace after minimal maternity leave (and in hindsight way to soon) I felt pulled in many directions and often reflected that I wasn't achieving or succeeding in any of my roles! I felt that I didn't understand and certainly didn't manage my 'Work Life Balance'. I felt like I was letting the team down when I took carers leave to care for my child and I felt like I was a bad mother when I couldn't attend Canteen duty or attend 'mothers' events with my daughter. This left me feeling as though I was failing at everything and good at nothing whilst I also thought I was letting everyone down.

I've learned that a 'Work life balance' isn't about having a perfectly a managed balance between professional and personal lives – in fact, this is, in my experience a fantasy – a Utopia that doesn't actually assist. Instead, managing a 'Work life balance' is about recognising the troughs and peaks, the pulls and pushes on our time and managing these better. At times, my professional life demands more from me than at other times and this too occurs in my private life. Being able to recognise these times and knowing that it's not permanent and planning to accommodate and

mitigate these challenges made my understanding of the 'Work life balance' more achievable and realistic. I also drive and manipulate some of these peaks and troughs to work for me. If I know that there is a busy period of work coming up – I will manage my calendar to ensure in the lead up and the time after this peak is more committed to my personal life. Whilst I don't always get this right, I do always try. Sitting back and letting life occur around you is just unmanageable!

I also learnt (and I'm not always great at it) how important it is to talk about these conflicting challenges and demands on our time with our supervisors, our colleagues and our circle of trusted friends. In many of these conversations, there was a lack of awareness from my managers of this conflict and the actual impact it was having on me. At other times, the lack of awareness was mine as I thought more was required of me than what actually was. I was expecting too much of myself and much more than others were! It's also really important to understand your agencies policies regarding flexible work practices and how these policies can support managing a work life balance. I now feel an obligation and commitment to ensure through my leadership, that these conversations not only occur, but that practices are changed and, more importantly, seen to be changed. Working from home for many is now much more acceptable



as a result of COVID 19 – but really, for many, why could this not have occurred more frequently in the past? As managers we need to question and challenge embedded traditional practices and we need to encourage innovation, support, and understanding and have empathy to ensure a productive, committed and confident work environment. I now hold and challenge my colleagues to not say “No because...” but rather to reply “Yes, if....”. We need to challenge our traditional thinking and cater for an ever growing diverse and increasingly time poor workforce.

Finally, I wanted to share with you some of my tips and techniques, knowing that they may or may not work for others.

- I schedule into my calendar ‘me time’, ‘preparation time’ and ‘reading time’. If you don’t plan it – it just will not happen.
- I schedule a ‘date night’ with my husband EVERY week – sometimes this is the only time we can actually sit and reconnect.
- I constantly tell all of my staff that ‘Health and Family are paramount’ and I follow these words with actions – leading by example.
- I challenge and call out practices or comments that are antiquated or not supportive of our contemporary diverse workforce.
- I send back reports and memos that don’t identify solutions but rather celebrate and solidify roadblocks.

*Craig and Narelle*

- I have a mentor and a circle of close and trusted confidants to talk to when I feel like I’m not balancing my priorities and to ‘re-set’.
- Ask for help, support or assistance when you need it – just as you would advise others to do if they needed it.
- I understand that the ‘pushes and pulling’ on my time changes and evolves and this requires me to constantly assess what I’m doing and how I manage that.
- I think I’m a lot kinder on myself and my expectations now than I previously was. I recommend that at the end of the day we reflect on what we have done and identify 3 positive things YOU did. Then celebrate these! If we

*Narelle and Emily*

don’t do this, my experience is that I am reflecting instead on what I think I did wrong... and this promotes a negative mindset as opposed to a positive mindset. we need to change our thinking and celebrate our achievements.

Upon reflection of my career, the hardest taskmaster I have had, who set the highest standards and at times pushed unrealistic demands, timelines, goals and expectations was myself! I would not have expected others to do what I was beating myself up for not doing!

There are many aspects of our ‘Work Life balance’ we can’t manage – but also many aspects we can.

*NT Staff*



Swimming for a cause



Sgt Julie Morris (left) and Sgt Daniel Burton (right) present donation to Blue Ribbon Foundation CEO Neil Soullier (centre)

A swimmer who clung to Frankston pier in treacherous waters for almost half an hour said he would have died if a heroic police officer hadn't jumped in to save him – and it wasn't the senior constable's first act of bravery.

Rescuing a swimmer struggling in rough water under Frankston pier in late 2019 was all in a day's work for police officer and Mornington Peninsula Shire councillor Julie Morris.

The senior constable (recently appointed Sergeant) jumped straight into waters off the Frankston pier when 18-year-old Corey Wood found himself in trouble in choppy conditions.

Sen Const Morris said waves crashing through the pylons were knocking Mr Wood around and he was barely able to hang on.

"He'd found a gap where he could keep his head above water, but when I looked down I could see he was getting smashed by waves that were the height of the pier," she said.

Due to safety considerations no one had entered the water and were waiting

for additional support, but they were a long while away.

"I couldn't just stand by and watch him struggle and as they were familiar waters, I said to my sergeant, 'I've got this.'"

An experienced year-round open water swimmer, Sen Const Morris said she was comfortable in the trying conditions and confident she could help the man.

"I knew my strengths, and that I was the right person to go into the water to rescue Corey. The main thing was reassuring others and gaining their confidence that this was a situation I could manage," she said.

Removing the heaviest parts of her gear, such as boots and firearm, she was able to dive into the water to rescue Mr Wood by swimming under the pier with

a floatation device provided to her by the lifeguards.

"He was a brave man. It was his first swim for the season and it was cold, but he trusted me in order to let go of the pier," she said.

"With the floatation device it needed both of us to kick. If we just floated, we would have floated out to the sea."

Due to the rough conditions and strong current, it took the pair five minutes to swim 20 metres to a ladder about 70 metres from shore, where they were helped up by lifesavers.

An ambulance crew waiting near the beach then took the man to hospital.

When interviewed on ABC radio by Raf Epstein to talk through the events, Sen Const Morris said she'd "100 per cent do it again."

It wasn't the officer's first act of bravery – she was also involved in a rescue on the



Sgt Julie Morris (left) and Sgt Daniel Burton (right) celebrate with their workmates at the finish line. Photography Credit: Senior Constable Celia A'Vard



Sgt Julie Morris (left) and Sgt Daniel Burton (right) in the water as part of their 'Pier to Pier For Our Peers' event. Photography Credit: Senior Constable Celia A'Vard

To acknowledge the efforts of Sergeant Morris for rescuing Corey Wood from Frankston Pier she is to be awarded the Victoria Police Medal for Courage. The Medal for Courage is awarded to an employee who has performed an act of courage.

one another and get there it would be worth it," she said.

"We swam 11km, which was 3 times greater than my longest swim."

Sen Const Morris said despite the challenge, they never doubted themselves thanks to the support of their colleagues.

"The conditions were nothing short of perfect," she said.

"It was like we had some beautiful blue angels out there watching over us, and we honestly felt so lucky thinking, 'We get to do this, on a perfect day, we get to swim 11km for our mates.'"

"We hope this shows everyone who knows us, and even those who don't, that we will swim from pier to pier, if that's what it takes to save you."

The pair's 'Pier to Pier for Our Peers' challenge raised more than \$5,400 in donations for the Victoria Police Blue Ribbon Foundation to assist in the treatment of current and past police struggling with Post-Traumatic Stress Disorder and other mental health issues.

bay in November 2016 when a man got into trouble after jumping fully clothed off the pier and swimming 1.5 Km from shore. With the combined efforts of a jet skier and a local fisherman, Sen Const Morris was able to commandeer a boat and identify where the man was in the water. Possibly effected by alcohol or drugs the man was clearly exhausted from swimming by the time they arrived. Sen Const Morris reflected that at the time she was competitive triathlete so

was confident if she needed to perform a rescue in the water she could. "I planned to jump in, which I ended up having to do to convince him to get into the boat," she said.

This year, in stark contrast to those events, Sen Const Morris and workmate Sergeant Daniel Burton swam in perfect conditions from Mornington to Frankston in support of police mental health initiatives.

"It was a challenge, but no matter how hard it was, I knew if we could lean on

**AUSTRALASIAN COUNCIL OF WOMEN & POLICING INC. (ACWAP)**

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**MEMBERSHIP
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☐ seek to renew my membership with ACWAP; or☐ wish to apply for new membership and agree to be bound by the rules of the council.Payment is made by ☐ cash ☐ EFT☐ \$50 – Annual Membership☐ \$90 – Biennial Membership (2 years)☐ \$300 – Life Membership

If paid by direct debit/EFT please insert date of payment and reference details:

Signature of Applicant: _____

Date: _____

For enquiries please email membership@acwap.com.au

Australasian Council Of Women And Policing Inc (ACWAP)

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Name: ACWAP BSB: 06 4003 Account No. 10049179

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The information you provide on this form will be used only for the purpose stated above unless statutory obligations require otherwise

Will you help them?

Everyday Australian businesses are looking for ways to enhance their employment offering to their staff or membership base. With the growing trend towards providing a positive Lifestyle of Health and Sustainability (LOHAS) platform both in the work place and at home, employee wellness is now more of a priority than ever before.

Introducing Your Wills: an Australian first: a fast, hassle free online Will platform that allows you to create a simple, straightforward, legally binding Will online, anywhere, anytime.

Your Wills believes you should be looking holistically at all forms of wellness - including financial wellness - to deepen the engagement with your staff, customers and members now and into the future.

Interested to find out more?
Contact Tony: tony@yourwills.com.au

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WELLNESS OFFER**


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