



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

**Issue No 49**  
**2021**





## COMPENSATION AND DISPUTE RESOLUTION SPECIALISTS

Concerned about your entitlements to compensation, disability  
payment or superannuation?

Our team is professional, experienced and compassionate.

Why not call us today?

**Your first consultation is free.**

**1800 25 1800**

[stacksgoudkamp.com.au](http://stacksgoudkamp.com.au)

Sydney, Liverpool, Newcastle

**Your compensation partners**





## Antoinette Barnet Stone Real Estate

Antoinette Barnet works tirelessly on behalf of her valued clients and is known for her professionalism in all facets of the sales and purchasing process. People see her as a trusted partner who produces outstanding results, operating with high integrity and determination.

*"Antoinette's manner in her dealings was highly professional and efficient yet so approachable and unobtrusive. I would highly recommend Antoinette's real estate services."*

Vendor / Mornington Peninsula.

**Contact me today on 0477 342 740 to discuss all of your real estate needs**

**Email: [antoinettebarnet@stonerealestate.com.au](mailto:antoinettebarnet@stonerealestate.com.au)  
[www.stonerealestatemornington.com.au](http://www.stonerealestatemornington.com.au)**

*Proudly supporting our local Police*



## accessible CONVEYANCING

Residential conveyancing services and Family Law property settlement transfers delivered with expertise.

Our accessible conveyancing services include:

- Purchasing a Property
- Selling a Property
- Review Section 32 and Contract
- Family Law Property Settlement Transfers
- Lodging a Caveat

Located in South Melbourne

**Contact Renee Campbell On: 0411 888 926 Email: [admin@accconvey.com.au](mailto:admin@accconvey.com.au)**

*Proudly Supporting our Women in Policing*



**Pawsome Pet Guru**  
Your Pets. My Passion. Your Peace of Mind

**Mob: 0481 945 525**  
**Email: pawsomepetguru@gmail.com**

We care about your fur babies just as much as you do & will look after them like our own. We work with a variety of all different animals.  
Available for day care, overnight, holidays, check & feed. Whatever you need we've got you covered!

**Find us on Facebook & Instagram**  
**Please enquire for prices**  
Proudly supporting our local Police



Call Jackie:  
**0449 990 378**

Follow Us on  
**FACEBOOK & INSTAGRAM**

37 Windsor Blvd  
**DERRIMUT VIC 3030**

We are a group of Certified Eyelash Technicians  
We are pleased to serve you & give you the most beautiful eyelashes  
We use Australian made products for our clients  
With over 5 years Experience in the industry  
We Look forward to Seeing You :)  
**See Our online booking System 24/7 on Instagram**

PROUDLY SUPPORTING POLICE WOMEN IN THE DISTRICT

**VM Murphy Livestock Services**

**Mob: 0407 850 561** Email: vivien.millicent@hotmail.com

Specialising in Livestock, sheep preg scanning and general livestock services  
Available to Coleraine and surrounding districts in Victoria, Australia.  
Call Vivien today to discuss all of your livestock servicing needs  
Find us on Facebook Proudly supporting our local Police

**Amanda Kelly - UpHill Real Estate**

**Mob: 0421 968 974**  
Email: amanda@uphillrealestate.com.au  
Find me on Facebook & Instagram

Specialising in real estate rentals  
In officer and all surrounding suburbs  
Feel free to reach out to me at anytime.



Proudly supporting our local Police

**NOT BAD ENGINEERING** Tyabb VIC 3913

**MOBILE 0447 110 732**

**Residential and Industrial**  
**Maintenance Fitter, 4wd Trays, Bucket Repairs**  
**Earth moving and Civil Construction Equipment**  
**Dredges, Gates and Fencing**  
Find and Like us on Facebook & Instagram

A COMMUNITY MINDED BUSINESS PROUDLY SUPPORTING OUR LOCAL POLICE

**the Clarendon**  
STATION • HOTEL • SKY BAR

Gorgeous location in South Melbourne with sky high views of the CBD.  
Clarendon's Skybar is the perfect social spot to enjoy a drink and have a night out. Contact us via message for any event enquiries  
**www.theclarendon.com.au/rooftop-bar-melbourne-skybar**  
Find and Like us on Facebook

**Mobile-0411 809 993** A Community Minded Business  
South Melbourne VIC 3205 Proudly Supporting our Local Police

**K&A LAWN & GARDENING SERVICES**

RESIDENTIAL AND DOMESTIC  
GARDEN CLEANUP, GARDENING, PRUNING & TRIMMING  
RUBBISH REMOVAL, HANDYMAN AND RENOVATIONS  
INTERNET, CCTV, MONITORING AND INSTALLATIONS

**MOB: 0400 468 823 • CRAIGIEBURN VIC 3064**

A Community Minded Business Proudly Supporting Our Local Police

**FUTURE FILMS STUDIOS**

**Mobile - 0491 616 031**

A COMMUNITY MINDED BUSINESS  
PROUDLY SUPPORTING OUR LOCAL POLICE

An Australian Film Production Company located in Natimuk Victoria.  
Specializing in Photography, Videography, Drone Operating, Sound Recording  
and Editing dedicated to bringing you high quality services at an affordable price

[www.sites.google.com/view/futurefilmsstudios/home](http://www.sites.google.com/view/futurefilmsstudios/home)

Find and Like us on Facebook & Instagram

**GV Hoists and Cranes - Shepparton**  
All car and truck hoists, Patient Lifters  
Stahl crane systems, Genie Ewp  
Jibs - Monorail, Over Head Cranes,  
Goods Lifts, Vacuum Lifters

NEW LOCATION  
151A VAUGHAN ST,  
SHEPPARTON  
PH: 5858 6677

**Mob: 0438 395 715**

SHEPPARTON  
VIC 3630

[www.gvhoistsandcranes.com.au](http://www.gvhoistsandcranes.com.au) Find and Like us on Facebook

A Community Minded Business Proudly Supporting our Local Police

**BFT BODY FIT TRAINING CAULFIELD**

DIFFERENT. BETTER. Australia's newest and most advanced group training methodology  
- Jump on the website to find your nearest studio! Body Fit Training is a fun, high-energy,  
team oriented training, using scientific principles of training and performance,  
that improve your functional strength and fitness with each class you take.

Facebook: [www.facebook.com/pg/TrainBodyFitm.me/TrainBodyFit](https://www.facebook.com/pg/TrainBodyFitm.me/TrainBodyFit)  
Email: [info@bodyfittraining.com](mailto:info@bodyfittraining.com)

Visit: [www.bodyfittraining.com](http://www.bodyfittraining.com) • Instagram: @trainbodyfit

709-711 Glen Huntly Rd, Caulfield VIC 3162 Proudly Supporting The Women's Police Journal

**SHAYONA PROPERTY SERVICES PTY LTD**

Commercial and Industrial Cleaning Services  
High Pressure Cleaning, Office Cleaning,  
Window Cleaning, Graffiti, Tile and Grout Removal  
Commercial Canopy and Ovens  
Carpet and Upholstery Steam Cleans.  
End of Lease Cleans.

[www.shayonapropertyservices.com.au](http://www.shayonapropertyservices.com.au)

**Mobile - 0428 057 000**

MELBOURNE VIC 3000

A Community Minded Business Proudly Supporting Our Local Police



**Mob: 0444 566 420**  
Email: [nichole\\_hellings@hotmail.com](mailto:nichole_hellings@hotmail.com)

Wise little hollow crafts  
Personalised products  
Vinyl stickers  
Milestone plaques  
Keychains  
Wall decor & signs  
Birthday reminder plaques

Find us on  
Facebook

Proudly supporting  
our local Police




My passion for plants,  
unique pots and making  
everyone happy with  
my creations. We have  
converted our garage  
and have the pots and  
plants on display.

**7 Garton St, Hamilton**  
**Mob - 0491 250 797**

Find and Like us on  
Facebook & Instagram

A Community Minded Business  
Proudly Supporting Our Women in Policing




Residential - Commercial - Industrial  
Specialising in all home, office  
and factory electrical installation and Repairs

**Mobile - 0431 117 115**

Find and Like us on Facebook & Instagram

A Community Minded Business Proudly Supporting Our Women in Policing

24 HR  
emergency  
call out service



**Anastos Fisheries**  
15 Foch Street, North Shore Geelong

A locally family owned & run business direct from the  
fishermen, we catch, source & sell only Australian wild  
caught seafood direct to the public & wholesale. We catch  
and process Bass Strait Scallops and Bass Strait Arrow Squid.

Find and Like us on Facebook  
**Mobile - 0492 961 769**  
North Shore VIC 3214

A Community Minded Business  
Proudly Supporting Our Local Police



Here at Bareback to Basics Equestrian we strive to produce  
safe, level headed horses for their owners to enjoy forever.  
Breaking & Training, Sales prep, groundwork, desensiting  
Trail experience, Lessons, Casual rides

Find and Like us on Facebook  
Scaresdale VIC 3351 **Mobile-0474 264 627**

A Community Minded Business  
Proudly Supporting our Local Police



**Belinda's Delights**

My delicious delights go down a hit at high teas,  
events and the birthday packs are my top seller.  
Call or message for more details or to order

Find and Like us on Facebook & Instagram  
Langwarrin VIC 3910 **Mobile-0421 798 295**

A Community Minded Business Proudly Supporting our Local Police



A professional Beauty Therapist providing you  
with beauty treatments of today at a fair price.  
A relaxing space created with love and a keen eye for detail  
to ensure a relaxing, pleasurable experience

**Mob: 0420 332 996**

Email: [cassies92@hotmail.com](mailto:cassies92@hotmail.com) Find us on Facebook & Instagram

PROUDLY SUPPORTING OUR LOCAL POLICE



The Rush Group Landscaping  
Residential and Domestic  
Landscape Construction and Design  
Synthetic Turf Supply & Install, Horticulture  
Project Management

Find and Like us on Facebook  
**Mobile-0413 911 184**  
Meadow Heights VIC 3048

A Community Minded Business Proudly Supporting our Local Police



We Sell all kinds of Australian  
Tobacco and Shisha  
Accessories in our store in  
Hampton Park. We sell the  
best imported shisha, gift  
and other accessories.  
Shisha flavours, Shisha  
charcoal, head and  
electronic vaps and  
pods as available.

**DANDY MART LOCAL SUPERMARKET**  
**TOBACCO & SHISHA ACCESSORIES**  
**NOW OPEN**

OPEN 7 DAYS 9AM - 8PM  
SHOP 12/23 ENTERPRISE AVE HAMPTON PARK 3976

Find and Like us  
on Facebook  
**Mobile-0411 397 778**

A Community Minded Business  
Proudly Supporting our Local Police



**R.M.F.**  
  
 Reptiles - Mammals - Ferrets  
 Wildlife Control & Relocation

R.M.F Wildlife Control and Relocation is a family business here in Mitchell Shire and surrounding areas readily available 24 hours 7 days a week. 24 hr snake catching, wildlife rescue, possum re-boming and wildlife nesting boxes.

[www.rmfwildlife.com.au](http://www.rmfwildlife.com.au)  
 Find and Like us on Facebook & Instagram  
**Mobile - 0458 774 471 • Seymour VIC 3660**  
*A Community Minded Business Proudly Supporting Our Local Police*

  
**Sunny Time Yoga**  
 "Yoga for little minds"  
 Mob: 0401 654 373  
 Email: [hello@sunnytimeyoga.com.au](mailto:hello@sunnytimeyoga.com.au)  
[www.sunnytimeyoga.com.au](http://www.sunnytimeyoga.com.au)

Sunny Time Yoga is a interactive yoga class for children only

My name is Rina and I am the owner and creator of Sunny Time Yoga. I am a mother to four children and am passionate about helping and supporting children with their wellbeing to life.

Proudly supporting Womens Police Journal

**TALKING KITCHENS**  
 KITCHENS - ENSUITES - WARDROBES - WINDOWS

Call us on 0432 184 772 Email: [talkingkitchens@gmail.com](mailto:talkingkitchens@gmail.com)

Proudly supporting our Women In Policing

**Oholiab Designs Patchwork and Craft Gallery**

2260 Colac-Forrest Road, Gerangamete  
 To contact me please phone.  
 Craft and patchwork gallery, large range of patch work fabrics quilts, craft, handbags, indigenous prints.

**Mobile-0428 322 919**  
 Find and Like us on Facebook

*A Community Minded Business Proudly Supporting our Local Police*



**Dragon Distributors**

We are a small local business based in Echuca that delivers catalogues and other printed material to residential and the business community in and around the Echuca, Moama, Rochester, Tongala, Kyabram & Elmore areas.

**Echuca | Ph: 03 5480 7656** Proudly supporting Womens Police Journal

**Snappy Crab Fish & Chips**


164 Francis Street Belmont VIC 3216  
**Ph: 03 5241 7000**  
 Email: [leeannejstyles@gmail.com](mailto:leeannejstyles@gmail.com)  
 Proudly Supporting our Women in Policing

**JETCAM VICTORIA**  
 SERVING YOUR UNDERGROUND ASSETS

Ph: 03 9707 4272 | [www.jetcam.com.au](http://www.jetcam.com.au)  
 Email: [info@jetcam.com.au](mailto:info@jetcam.com.au)

**\*Draining  
 \*CCTV Specialists  
 \*Laser Profiling**

5 Quamby Ave Guys Hill VIC 3807  
 Proudly supporting Womens Police Journal



52 Westernport Highway Somerville

**Mob: 0457 001 784**  
 Find us & Like us on Facebook  
 Proudly Supporting the Womens Police Journal

CONSERVATION COLLECTIVE  
 NATIVE PLANT NURSERY

**ALL MAKES & MODELS**  
 OUR SERVICES:

- \* LOG BOOK SERVICING
- \* A/C RE-GAS & REPAIRS
- \* BRAKE & CLUTCH REPAIRS
- \* GENERAL MECHANIC REPAIRS
- \* MINOR AND MAJOR SERVICING
- \* AUDIO INSTALLATION & REPAIRS
- \* GEARBOX
- \* TIMING KIT
- \* SUSPENSION
- \* DIAGNOSTIC SCAN
- \* BREAKDOWN RECOVERY

**YGC MOBILE MECHANICS**  
 Call For A Free Quote  
 ALL SUBURBS - 6 DAYS A WEEK  
 Craigieburn VIC 3064  
 Yusuf Celik  
 0403 553 384  
[ygcmobilemechanics@hotmail.com](mailto:ygcmobilemechanics@hotmail.com)  
 The Mechanic That Comes To You  
 A Community Minded Business Proudly Supporting Our Local Police  
 Find and Like us on Facebook

**Golden Crown**  
 Chinese Restaurant BYO / Licence • Established over 40 years  
 Cantonese Cuisine

101-105 Main Road (Cnr Barkly St) BALLARAT VIC 3350  
**Ph: 03 5332 2169**  
 Proudly Supporting our Women in Policing



**STRIVE ELECTRICAL GROUP PTY LTD**

**Residential and Commercial**  
 Powerpoints, Lighting design and Install, Data Cabling, Switchboards, Rental Safety Inspections  
 CAMBERWELL VIC 3124 **Mob: 0418 622 017**

**The Host**  
 Opening Hours:  
 Monday To Thursday: 5pm To 10:00PM  
 Friday To Saturday: 5pm To 10:30PM  
 Sunday: 5pm To 10:00PM

[www.thehosttakeaway.com.au](http://www.thehosttakeaway.com.au) | **0447 408 935**

Proudly Supporting our Women in Policing



  
 Aspire Private Tutoring  
 Proudly supporting the Australasian Council of Women and Policing

Providing a teaching style unique to the needs of students.  
**Mob: 0421 662 053**  
 Email: [info@aspireprivatetutoring.com.au](mailto:info@aspireprivatetutoring.com.au)  
[www.aspireprivatetutoring.com.au](http://www.aspireprivatetutoring.com.au)  
 Find us on Facebook & Instagram

**ALL 4 PETS GROOMING SALON**  
**Mob: 0424 331 036**  
 Email: [contact@all4petsgrooming.com](mailto:contact@all4petsgrooming.com)  
 Web: [www.all4petsgrooming.com](http://www.all4petsgrooming.com)  
 Find us on facebook!

Corner Saltpan Place & Wilsons Rd  
 Newcomb VIC 3219  
 Proud supporter of the work women do in the Police force!

Experience the difference, with all 4 pets grooming, personalised grooming, bathing and pampering for your best friend at competitive prices located in Geelong.



**LBK ELECTRICS**

Residential and Commercial  
 Renovations, Lighting up grades for your home  
 Downlights and power points, Home theatre systems  
 Ceiling fans and garage sheds.

**Mobile-0422 267 425** Find and Like us on Facebook  
 A COMMUNITY MINDED BUSINESS PROUDLY SUPPORTING OUR WOMEN IN POLICING

**Old School Stump Removal**  
**STUMP REMOVAL**  
**MOB: 0431 379 877**  
 Servicing Mornington Peninsula to Phillip Island  
 A Community Minded Business  
 Proudly Supporting our Local Police





Print Post Approved: 100004991

Published by Countrywide Austral Pty Ltd  
(ABN 83 146 901 797)

**countrywideaustral**

Level 2, 310 King Street, Melbourne 3000  
GPO Box 2466, Melbourne 3001

Ph: (03) 9937 0200

Fax: (03) 9937 0201

Email: admin@cwaustral.com.au

All Advertising Enquiries:

Countrywide Austral Pty Ltd

The Journal for Women and Policing is published for the Australasian Council of Women and Policing Inc.

ACWAP Membership is available from \$50 per year. For more information please contact the Editorial Committee, [www.acwap.com.au](http://www.acwap.com.au), PO Box 1485, Woden, ACT 2606, email [journal@acwap.com.au](mailto:journal@acwap.com.au) or phone 0418 362 031.

**Photos:** All photos supplied by ACWAP Inc. (unless otherwise credited).

**Advertising:** Advertisements in this journal are solicited from organisations and businesses on the understanding that no special considerations, other than those normally accepted in respect of commercial dealings, will be given to any advertiser.

**Editorial Note:** The views expressed, except where expressly stated otherwise, do not necessarily reflect the views of the Management Committee of ACWAP Inc.

Articles are accepted for publication on the basis that they are accurate and do not defame any person.

Due to the difficulties involved in checking sources NO responsibility is accepted for errors or omissions although every effort to vet material is made.

The editorials printed in this issue are the sole responsibility of the editor and are not necessarily the views of the publisher or printer. Comments, opinions or suggestions of authors reflect their own views and do not necessarily reflect the opinion of the editor, ACWAP Inc. or the publisher. It is not possible for this publication to ensure that advertisements which are published in this publication comply with all aspects of the *Trade Practices Act 1974* and the responsibility rests on the person, company or advertising agency who submitted the advertising for publication.

**Not a Phone List:** It is the desire of the publishers that advertising in this publication or any inserted Buying Guide be used for the benefit of its members and valued sponsors. Therefore we ask you to respect the intention of the ACWAP Buying Guide and not to use it for the purposes of telemarketing and soliciting of donations. Any person, group or company who decides to use the directory in this way is deemed as having accepted the following rates and becomes legally liable to pay these amounts:

1. An amount of \$20,000 to a charity nominated by the publisher for the use of the directory as a mailing list.
2. An amount of \$50,000 to a charity nominated by the publisher for the use of the directory as a telemarketing list.

## Issue No. 49



Samoa Police Assistant Commissioner Muliaga Lorraine Lees

## Contents

- 2** President's Report
- 5** Note from the Editor
- 7** Property Market Update
- 8** Muliaga Lorraine Lees – Rising to the challenge in securing Samoa's Elections
- 11** Changing perspective
- 12** 2021 Queen's Birthday Honours Recognition
- 16** Inside the tent, not poking holes from outside
- 18** First Nations and Multicultural Affairs Unit launched in Queensland
- 21** Becoming the Detective of our own Health and Wellbeing – Healing the Gut
- 24** Australian-first forensic program to seek to name our country's unidentified human remains
- 26** Inspiration for a new generation
- 28** Women of the Vanuatu Police Force
- 30** The power of teamwork: Boosting supply chain integrity on Project JARDENA
- 32** Healthy minds at work
- 33** Being Yourself – The Police Career of Amanda Kates
- 36** Commemorating the Advancement of Women in NSW Police Force
- 40** My Mum the Police Woman
- 42** Push for pay equity
- 43** Victoria Police recognised at National Inclusion Awards
- 44** A force for change
- 46** Senior Sergeant Sally Cottrell APM
- 48** Membership Application/Renewal



Source unknown



# President's Report

**Debbie Platz**

President



**W**hilst many are facing difficulties across Australasia, as we try to manage the issues created from the pandemic, this reading by the Lowy Institute truly puts our struggles into perspective (see <https://www.lowyinstitute.org/the-interpreter/world-must-evacuate-women-police-afghanistan>).

We have seen the heartbreaking footage of people trying to flee Afghanistan in recent weeks; however, this story highlights the plight of women in policing with the expansion of the Taliban. These women have become victims of targeted killings, assassinations, violence, and reprisal from not only violent extremists, but also from the community and their own family members. Women were encouraged to join the police and it is reported that 2.6% of the Afghanistan police force (4000 people) is made up of women who are now at risk. The story finishes with *"the international community cannot abandon women police who have quite literally put their lives on the line to protect and secure the*

*"...the international community cannot abandon women police who have quite literally put their lives on the line to protect and secure the safety of their communities."*

*safety of their communities."* Sharing this story and creating awareness is one way to help.

During this time, it is important to stay connected with each other as much as possible – as the saying goes **#weareallinthis together**

To help those of you working from home, these tips you may find useful.

**Every day** – look at doing something that relaxes you. Find your calm.

**Each week** – try and find something that you really enjoy and energizes you. If you can do it more frequently, even better!

Dr Adam Fraser, a peak performance researcher, writes about overcoming struggle and adversity in the current environment and the unique challenges of working remotely, especially from home.

Of particular interest was his insight on surviving and finding order when working remotely with his useful advice which I am sharing with you. *(Please see following page - Ed)*

I am looking forward to celebrating the ACWAP awards this year; with over 200 nominations there are so many people worthy of recognition. The awards event will take place in each state and territory, along with New Zealand and the Pacific nations on 25 November 2021.

Until next time, stay safe and best wishes, Deb.

Take care

**Deb**





**When we start working remotely we are at risk of the following, use these fixes to support your wellbeing!**

## RISK

### **LIFE GETS MESSY**

When we suddenly have to work from home and we are not allowed to go out and do normal activities we can lose our routine.

### **WE ARE ALWAYS ON**

When work is in the home we can have a tendency to stay in work mode and not turn off from work.

### **A BUSY FRANTIC MIND**

With so much change going on and noise around us it can lead to a frantic brain that can't think clearly.

### **OVERWHELMED BY GLOOMY EMOTION**

In crisis it is easy to go into a downward spiral of negative emotion.

### **OUR HEALTH SLIPS**

When we are in crisis we often turn to alcohol, comfort food and we don't feel like moving.

### **WOE IS ME**

In a very stressful situation we can fall into 'poor me' and that is a perfectly reasonable response. Ensure you balance it with gratitude.

### **EMOTIONAL DISTANCING**

The social distancing isolation for people is brutal, especially those living on their own.

### **LACK OF ACHIEVEMENT**

When we are under stress it is easy to feel like you are not achieving, making an impact or getting anything done.

### **OUR WORLD GET SMALLER**

When we are threatened we try to protect our world, we focus on ourselves and we stop thinking of others.

## FIX

### **CARVE OUT A CLEAR ROUTINE**

Come up with a new routine. Allocate clear times to wake up, go to bed, meal times, etc. Ensure you stick to those boundaries. Clear structure helps adults and kids feel safe.

### **USE THE THIRD SPACE TO TRANSITION BETWEEN WORK AND HOME**

The Third Space is the transitional space between work and home. Use it to transition into and out of the work day. Eg. at the end of the work day go for a walk or do a meditation to transition from work to home mode.

### **CULTIVATE CALM PRESENT BRAIN**

Practice mindfulness and meditation. Limit how much news you watch and what sources. Have a clear to do list (home and work) and focus on each task. Engage in hobbies that focus you (reading, music, art).

### **INSERT AS MUCH JOY AS YOU CAN**

Find as much joy and delight as you can. Play loud music, watch funny movies, be playful, be silly. Look for bright spots where you can.

### **INVEST IN YOUR WELLBEING**

A few days of Netflix, wine and ice-cream are ok. But get the ship back on course. Ensure you are moving each day, prioritising your sleep and getting in nature (when you can – even if it is just the garden).

### **BE GRATEFUL GOD DAMMIT**

It's hard to do but reflecting on what you are grateful for, dramatically increases resilience and mental health. Studies show it significantly helped Vietnam war veterans and 9-11 survivors.

### **STAY CONNECTED**

'Social distancing' should be called 'physical distancing', we obviously have to stay away from one another physically but make sure you stay connected emotionally. Zoom, face time, etc are brilliant tools to stay in touch. Ensure you name and validate peoples emotions.

### **REFLECT ON PROGRESS**

This works for the individual, family and teams. Each day reflect on progress. Not only what did you get done (tasks) but also how did you 'be' (your attitude, how you impacted on the team).

### **BE OF SERVICE**

Think about what you can do to make other peoples lives better. Being of service helps us forget about our own problems but also makes us feel good. Think about what you can do to make other peoples lives better. Use this time to write letters or emails to people that have had a significant impact on your life.



© Dr Adam Fraser

**MERRIN  
CONSULTING**

Management System & ISO Certification Specialist



**Mob: 0458 787 543**

**Email: [kaitlyn@merrinconsulting.com](mailto:kaitlyn@merrinconsulting.com)**

**Management Systems & ISO Certification Specialists**

**Some of our Consulting Services Include**

**Developing Quality Management System**

**Developing Safety Management System**

**Developing Environmental Management System**

**Developing Integrated Management System**

**Gap Analysis**

**Management Review Meeting**

**Internal Auditing**

**Please Do Not Hesitate To Contact Us Today!**

**[www.merrinconsulting.com](http://www.merrinconsulting.com)**

**Find Us On Facebook**

**Proudly supporting our Women in Policing**



# Note from the Editor

**Dorothy McPhail**  
Editor



As the world continues to grapple with the effects of the pandemic it is gratifying to see that there is some great work being carried out by law enforcement officers throughout Australasia as demonstrated by the content of this edition of the journal. Official acknowledgment of work being carried out across jurisdictions is also included in this edition and it is particularly pleasing to see the number of women recognized in the Queen's Birthday honours.

One of the positive effects of the pandemic is that we are all learning to adapt and innovate at a much faster pace than previously. After the 2020 ACWAP awards event was cancelled we were all looking forward to the biannual conference scheduled to be held in Sydney this year, but the unpredictability of the pandemic has sadly meant that staff from around the region will not be able to join together in one place to learn and network. However, an event is still planned to celebrate the 2021 award winners and with the help of technology it is hoped that the law enforcement community will still be able to join together virtually for this event.

As if covid isn't enough mother nature is also creating severe weather patterns throughout the world resulting in severe



Lisa O'Neill

flooding and very high temperatures. Police are obviously involved in helping communities experiencing such events and the dedication shown by these staff is much appreciated by their colleagues and obviously by the communities they are helping.

With all these things happening around us sometimes we just need a bit of fun in our lives and that is what motivator and stylist Lisa O'Neill brought to an event held here in Christchurch recently organised by the local Women's Advisory Network and attended by Police staff, whanau and friends. Lisa has the amazing ability to bring humour and lots of laughter when presenting on subjects such as personal development. Lisa has written several books including "Juggling in High Heels – How to organise chaos" which is well worth a read.

Mental health has recently been at the forefront of the New Zealand media with a 24 year old Olympic cyclist Olivia Podmore dying as the result of a suspected suicide. I have also just become aware that two USA Police officers committed suicide after being on duty at the time of the attack on the US Capitol Building in January this year. Mental health is a complex subject and in the case of these deaths the victims have been involved in high stress situations. While Police services are improving the way in which staff are supported, more can always be done. It is so important that whenever anyone becomes aware that a person may be struggling in any way, that some action is taken, no matter how small.

*"Communicating what's going on in your life to those around you is a great way to improve everyone's understanding"*  
Lisa O'Neill

This edition of the journal contains a wide variety of articles and I hope you enjoy the read. Be sure to contact me if you have any articles or ideas for future editions at [journal@acwap.com.au](mailto:journal@acwap.com.au). I look forward to all future contributions.

Warm regards

**Dorothy**





# Helping You **MAKE MONEY THROUGH PROPERTY INVESTMENT**

We assist clients to make informed decisions about investing in property by removing their concerns and explaining the process with an uncomplicated approach. It's all about helping our clients to achieve their property investment goals - whatever they may be.

As part of our service, we manage the entire process for you and transparency is assured throughout the process. As investors ourselves, we understand the concerns and stresses that can occur in growing a property portfolio and we are here to walk beside you each step of the way. What's more, our service is free. Call us today for a no obligation consultation on how we can help you grow your property investment portfolio.

**1300 897 000**  
**triplezeroproperty.com.au**

**TRIPLEZERO**  
PROPERTY GROUP

This article is not to be considered specific advice. Your situation is unique and individual; as such, you should always consult a registered and qualified professional within a particular area of advice needed. ABN 50 030 786 167



# Aussie's love talking about real estate!

**Danny Buxton**

Director Triple Zero Property

**A**nd we have a reason – in 2021, the market keeps moving ahead. CoreLogic figures reveal the average dwelling price rose 10.6 per cent annually across the nation (as of May 2021).

## ***I want part of the action... but is property investment for me?***

In the words of Robert Kiyosaki (author of Rich Dad, Poor Dad), "Real estate investing, even on a very small scale, remains a tried and true means of building an individual's cash flow and wealth."

## ***Where do I start?***

As a police officer, you don't have a standard job, so investing in property requires looking at your goals, budget, age, family, and retirement plans. The hardest thing about real estate is doing the right thing for YOU. In the current market with stock in short supply, it helps to have a team behind you. At Triple Zero Property, we would love to help you grow your property portfolio by finding key markets that are growth-focused.

## ***This is how we are helping clients, like Josh and Wendy:***

1. In 2018, Josh and Wendy contacted me about purchasing a second investment after the success of their first property a few years earlier. Their initial property now has over \$350,000 in capital growth and was

positively geared from day one. The rental yield was 5.8% when they purchased the property, but it is now over 8%.

2. To find their second property, we used our industry knowledge and independent research to find an area that was affordable with great rental yields.
3. On behalf of Wendy and Josh, we liaised with the local government to understand what was planned for the area for infrastructure, jobs and population growth.
4. Through our networks, we spoke with industry experts and began conversations with developers about specific house and land packages.
5. I discussed with Wendy and Josh the location we had been researching and presented the facts that supported why we were bullish with this area. They purchased a house and land option with one of our trusted panel builders and settled on the land in May 2019 – a 507m<sup>2</sup> block for \$138,000. This month we received the latest land release: A 508m<sup>2</sup> block is now \$285,000 = a \$147,000 increase in land value. Their land value has doubled in 2 years – that is over \$1400/week.
6. Fast forward to 2021, Wendy and Josh have now contacted us to look at an option for their third investment property.

Again, we are looking at an area with good growth, high demand, and increased infrastructure spending – another smart buy aimed at future-proofing their property investment portfolio.

We are still sourcing great opportunities in this insane market, and I would love to help you do the same as Josh and Wendy.

If you live in your own home, it has likely gone up in value in the last 12 months – great news! Consider if now is the time to **use the equity in your home** to expand your property portfolio.

If you are sick of talking about real estate and want part of the action, visit **[triplezeroproperty.com.au](http://triplezeroproperty.com.au)** or email us at **[invest@triplezeroproperty.com.au](mailto:invest@triplezeroproperty.com.au)** for a free location research report.

We work to get the best result in a highly competitive property market at no cost to you. Book your obligation-free consultation today on 1300 897 000.

*This content is general information only. Your situation is specific and individual; as such, you should always consult a registered and qualified professional within the particular area of advice needed.*

**TRIPLEZERO**  
PROPERTY GROUP





# Muliaga Lorraine Lees

## Rising to the challenge in securing Samoa's Elections



The Samoa Police response to the Samoa General election on 9 April 2021 and the subsequent political instability can only be described as an outstanding achievement. Maintaining peace and stability through such uncertainty can never be taken for granted and one that Police Commissioner Egon Keil and his executive team can be proud of. It is this executive team which looks very different to times gone by with a strong female presence at the table. Female executive members outnumbered their male counterparts and led key positions including leadership of Upolu (main island), the Command Centre, Traffic Operations, Criminal Investigations, Legal, Corporate Support and the Pacific Transnational Crime Coordination Centre through the Australian Federal Police and New Zealand Police Advisors.

This executive is a result Commissioner Keil's leadership which has seen empowerment and promotion of women officers into leadership roles including the elevation of the first female to the executive in 2016, 48 years since women were first sworn in.

If you ask Assistant Commissioner of Samoa Police, Muliaga Lorraine Lees what it took to successfully co-ordinate the security of the 2021 General Elections, she'd swiftly tell you it came down to team work.

"E le tu se tagata faamauga, no person is an island unto themselves" says Muliaga.

"All the superintendents, even all our civilian staff were a part of the team which meant everyone had to put their egos aside in order to work together and ensure the election process was a success."

Securing an election is vital to a functioning and thriving democracy. It requires addressing multiple factors in order to pre-empt and respond to any potential problems that arise out of securing polling booths and ballots while also protecting voters, candidates, poll workers and other actors involved from fear and harm.

Following an operation order from the Office of the Electoral Commission, Muliaga who heads the Training Unit as well as the Traffic Section within the Police Department, led a nationwide training presentation with officers leading up to the elections based on security and police conduct requirements expected.

With a solid background of 17 years in law enforcement and leadership, Muliaga was able to draw from her



experiences in Peacekeeping and Human Resources to co-ordinate and manage a complex operation in what could have been a potentially volatile setting if events turned.

"My job was to manage the postings of every officer and meet the requirements

of two officers per polling booth but we didn't have enough man power. However since the merge with prison and corrections, we were able to pull resources from Tanumalala Prison staff to make our numbers and ensure we met the requirements."





## “E le tu se tagata faamauga, no person is an island unto themselves.”

– Muliaga Lorraine Lees

“Given the shortage of staff and resources, we had to be strategic so for areas close to town we deployed just one senior police officer because if extra man power was needed it was easier to deploy back up. For outer areas we sent a police officer with an auxiliary member recruited from Tanumalala Prison. All auxiliary members were sworn in as per the act and posted.”

“Our officers were trained on what to expect when posted in certain villages and as a sign of respect they are required to accept a cup of kava from the leaders and work hand in hand with them during the election preparations.”

Despite being prepared months in advance, the week of the General

Elections brought challenges that tested the resolve of every police officer during the four day pre-polling and Election day on April 9 2021 which Muliaga said could only be overcome by being tougher than the challenges presented.

“During Election week, our days started at 4am and didn’t end until 11pm-12am. I take my job seriously because I have a passion and commitment to the work so it’s important for me to set an example to the others. I expected everyone to be on time despite whatever they have going on in their personal lives and I do not accept the excuse ‘I can’t do it’. I’m raising an 11 year old son on my own and even on days where we

have 4am starts, he comes to work with me and sleeps in the office until school time but I have never been late and I consider arriving ‘on the dot’ as being late.”

One of the biggest ongoing challenges to securing a free and fair election in Samoa is the lack of resources and while the public experienced a mostly smooth election process – the scenes in the background for police officers painted a different picture of tension and chaos.

“On the first day of Elections, we posted officers in case of unforeseen problems such as vehicle breakdown to make sure we had back up cars in place. Every shift consisted of up to 10 officers who were assigned to their own polling booths and we prepared extra manpower in case of an emergency.”

“We constantly ran out of resources from radios to vehicles. We relied on mobile phones when radio reception was disrupted and whenever a vehicle broke down, we would have to pull one from another area, that’s how it goes but we managed.”

“One of the main challenges we encounter during an election is receiving calls from villagers notifying us if a police officer is related to a candidate. We would have to quickly reshuffle officers and deploy them as quickly as possible but overall the election process was very successful because there were only minor complaints received and most all of them had to do with this issue.”

Muliaga credits her team for their ability to perform despite dealing with the pressures of countless problems they encountered during the operation.

“There’s no way I could do this on my own with the amount of issues coming up. There were times I would have two phones in each hand while dealing with another issue in front of me. I relied on my staff to respond swiftly to orders and deliver solutions in order to deploy officers as quickly as possible. Yet despite the chaos and the many reprimands they received over mistakes made, we still held briefings and debriefings at the end of every operation.”

“Without my staff I wouldn’t be able to achieve anything. I’m a human being too and I depend heavily on them. All they need is someone to lead them and provide a good example and they do the rest. It’s a good way to develop



themselves because we're not going to be here forever – one day they are going to climb up that ladder."

Described as a silent achiever by her peers, Muliaga has been one of the key figures in the development of the Police Department in the last two decades and is responsible for building the Human Resources Department from the ground up and currently juggles multiple units including running missions for United Nations Peacekeeping deployments.

As she looks to the future, preparing the next generation of police officers to meet the unknown challenges is very important to Muliaga who has overcome many barriers and trials during her career in a male dominated field to become one of the toughest and most experienced officers in the Police Force.

Growing up under the influence of a strong and independent mother has taught Muliaga that what the next generation of women police leaders need today are good female role models. Once a big critic of her decision to join the police force, Muliaga's late mother, Betty Lees, became her greatest supporter and confidante. Her only regret was that her mother who passed away in 2019 did not live to see her promoted to Assistant Commissioner last year.

"At first my mother wasn't happy about me joining the Police Force because of a bad experience with them in the 1980's which involved my father who was in an accident. In those days, the Police did not have a very good reputation but even though she complained about it all the time – she still dropped me off and picked me up from work and eventually she as well as my siblings supported and encouraged me throughout my career."

"Mom was a very active person who raised us on her own since my father passed away in 1987 and she was also a fiercely independent woman who earned her own money, built a life for her 6 children and managed to put us all through school and university. She supported me throughout my whole career and would always be there to take care of my son knowing how demanding my job is with the long hours. I have tried very hard to model my life after my mother and I would like to be a good motivator like she was and empower people to stand on their own two feet."



**"My goal is to empower women based on the principles of team work and not just on individual achievement because the fact is; one does not work their way up the ranks without the help of the people around them."**

With new threats to security constantly evolving and developing in the Pacific and in Samoa, Muliaga hopes that she can help bring about a mindset change within the Samoa Police force to better manage the changing times especially around the use of technology and spread of misinformation online.

"My goal is to empower women based on the principles of team work and not just on individual

achievement because the fact is; one does not work their way up the ranks without the help of the people around them. Even in an executive position, I don't know everything which is why I always listen to what others contribute because they might have the answers that I don't have. There are so many challenges in our work but at the same time, it motivates me and no matter what, I will continue to strive to do my best."





# Changing perspective



## Senior Protective Services Officer Dimpy Oliver

What is it about certain people that can jolt you, move you, rattle your subconsciousness, seize your heart and cause a shift in your whole being, your perspective on life?

**W**hen I saw Margaret for the very first time, she was tranquil, exuded peace and contentment. She was working on her computer with a guide dog sitting next to her chair.

There were many like her, sitting with calmness that one would envy in today's world. They all sat with their dogs next to them, at each of their feet. My thoughts focused on... Dogs! Dogs! Dogs! A reflex strong enough for me to back out and run took hold of me.

Suppressing my urge to exit, I decided to stay and just be an observer for the day. I am glad I didn't walk out of that room that day.

One question that kept ringing in my head was how could a mere dog 'guide' someone through their life? I am not a dog lover and it was a revelation for me to witness the bond between the owner and the dog and how well they worked together.

Margaret, in-spite all odds, was in total control of her life.

As you would have guessed by now, Margaret is totally blind. Initially I was overwhelmed with sympathy for her and those like her. But I came to realise through this interaction and many others that Margaret is a fiercely independent person.

Before my career in policing I worked with Margaret at OutofBox Solutions, a company that develops smart technology for the agricultural sector. Digital accessibility has immense potential to improve lives of millions of people. While it's a matter of convenience to many of us, for people with disabilities it is the only option to carry out routine tasks independently. OutofBox Solutions strives to integrate accessibility in existing digital framework by including people with disabilities like my colleague Margaret to help bridge the gap between the two worlds.

On our first day at work we decided a meeting point and thought it would be



Senior PSO Dimpy Oliver and Margaret

good to start the day with a nice cuppa and a chat. Margaret was there without her guide, walking with her white cane, confidently heading straight to the meeting point!

I did sigh with relief that I didn't have to worry about the dog for now. I did ask her how she managed without her guide. Margaret told me she doesn't feel the need of having the guide dog, somebody else was in need of being independent so she gave up hers.

I hugged her and thanked her – she taught me the true meaning of being 'independent' and at the same time; how to give back/reach out to the needy. She had the will and the determination to get independent on her own without relying on anybody (even the guide dog in her case) and she achieved it. She has inspired me in so many ways and I am thankful that I got an opportunity to explore the world of Accessibility with her at OutofBox Solutions working on digital design projects.

My initial feeling of 'sympathy' changed over time and I am grateful for this change in perspective. Margaret to me is a specially-abled person, talented

and full of warmth. I feel lucky to have been her colleague, she broke down uncertainty, assumptions and biases I had about their capabilities.

This greater understanding has had an impact on me. It's helped me recognise the value emergency service workers bring to the community. It fuelled my zeal to help the community and prepared me to take the plunge to join Victoria Police as a Protective Services Officer (PSO). As a PSO my core duty is to build trust in the safety around the public transport system through building rapport with commuters and the surrounding community.

Victoria Police's commitment to build a safe, inclusive and respectful workplace, to connect and engage with the community is something that resonates with me. I have built great connections. I attribute this to a people-centred approach that focuses on the individual and not their disability – that's something working with Margaret taught me!

***"The only disability is when people cannot see human potential"***

– Debra Ruh, disability advocate

### GOOD PRACTICE PRINCIPLES

Good practice is:

- awareness about accessibility
- recognising and understanding disability, so that reasonable adjustments can be made
- showing the person patience, respect and understanding
- ensuring the person is safe and feels as safe as possible
- never assume and always ask before you help
- supporting the person according to their needs.





# 2021 Queen's Birthday Honours Recognition

It was very pleasing to see the number of women associated with law enforcement recognised in the 2021 Australia Queens Birthday Honours. The achievements made by all those receiving honours are significant. Congratulations to all recipients.

## MEDAL OF THE ORDER OF AUSTRALIA (OAM)

### The Reverend Gayl Katrina Mills – AFP

Reverend Mills has been recognised for her service to chaplaincy, and to the Anglican Church of Australia. She has been the Chaplain, Australian Federal Police, since 2005. She has also been Chaplain for the Regional Assistance Mission to Solomon Islands as well as being involved with the Queanbeyan and District Anglican Church and St Paul's Anglican Church, Manuka.



### Ms Rebecca Anne Goddard – AFP

Rebecca has been recognised for her service to Australian rules football, and to women in sport. She was appointed Senior Coach, Box Hill (Hawthorn), VFLW, 2020 and was the senior Coach for the Adelaide Crows, AFLW, 2016-2018. She was also a member of the coaching Panel for the Australian Men's AFL International Rules Tour, 2017.



## PUBLIC SERVICE MEDAL (PSM)

### Dr Sarah Jane Benson, ACT

For outstanding public service through driving innovation and forensic science capability for the Australian Federal Police. Dr Benson is internationally recognised for her research, development of forensic best practice models, and constantly driving change in technical and procedural aspects of forensics. As an innovator in her field, she has strengthened the capacity of the Australian Federal Police (AFP) to prevent and respond to serious crime, including terrorism and transnational crime.



### Ms Rebecca (Beck) Angel, VIC

For outstanding public service to Victoria Police. Ms Angel has demonstrated significant leadership at the forefront of the communications effort at Victoria Police. She is recognised for her ability to provide strategic counsel across a range of stakeholders, while driving the communications element of the emergency response.

Her leadership was instrumental in the successful delivery of complex communication plans that provided reassurance to the community on a number of incidences, including the 2017 Flinders Street and 2018 Bourke Street tragedies, the 2019-2020 Victorian Bushfires and more recently when four Victoria Police officers died in the line of duty in April 2020. She was a pivotal influence in how the events were managed in the days and weeks that followed. Ms Angel's dedication and commitment to Victoria Police and its officers has been exemplary.



## AUSTRALIAN POLICE MEDAL (APM)

### AFP

#### Detective Superintendent Gail McClure

Superintendent McClure has served the AFP, and the wider community, with distinction for over 21 years. Her accomplishments include a deployment to the United Nations Mission in Cyprus in 2007 and being posted as Counter Terrorism Liaison Officer at the AFP's London office. After being assigned to the Covert Services team in Melbourne she built an Undercover Operative Exchange Program with international partners. Following her promotion to the rank of Superintendent in 2018, she took up a role leading Crime and Counter Terrorism investigations in Adelaide.



#### Superintendent Kylie Maree Endemi

Superintendent Endemi is a highly respected and regarded professional Police Officer and Commander who has provided dedicated and committed service to the NSWPF, and to the community, throughout her more than 26-year career. She has led a strong and focused response to domestic violence, rural, property and violence offences across the Oxley Command. She is passionate in her support for, and assistance to, vulnerable youth, and has developed and supported specific strategies focused on reducing youth entering the criminal justice system and support for Aboriginal Juvenile Diversions. In particular, she has developed greater community awareness by incorporating the Aboriginal Strategic Direction within the Command, and has fostered a greater working relationship with the community.



### New South Wales

#### Superintendent Julie Catherine Boon

Superintendent Boon is an accomplished Police Commander with dedicated and exemplary police service to the people of New South Wales for over 30 years. As a manager in the Domestic and Family Violence Team, she oversaw significant improvements in the investigation and response to these crimes. She has made significant and positive contributions to the various communities and commands where she has worked and is widely recognised for her active participation in and championing of peer support, women in policing, the prevention of domestic and family violence, professional policing and human resource management.



### Northern Territory

#### Superintendent Lauren Jane Hill

Superintendent Hill has provided distinguished and exemplary service to NTPOL, and to the community, throughout her career of more than 31 years. She has coordinated with external professionals, including Deakin University, reviewing Investigative Interviewing practices to develop a quality assurance framework within the operational policing environment, and she was key to updating training for the Advanced Practice in Forensic Interviewing of Children. She is a strong advocate for the prevention and detection of child abuse. Whilst in the CIDU, she identified contemporary work practices and developed focus points for enhancement of investigator skills, which transformed the Detective Professional Development Pathway to align with national qualifications. As a member of the Multi-Agency Community and Child Safety Team, she is actively involved with the development of domestic, family and sexual violence protocols through engagement with government, non-government and Indigenous groups.



#### Superintendent Rashelle Fiona Conroy

Superintendent Conroy has served the NSWPF, and the community of New South Wales, with distinction for over 25 years. In the role of Human Resources/Professional Standards Manager she undertook a holistic review of human resources within the Forensic Services Group including Professional Standards, Human Resource and Injury Management, the Forensic Quality Team and rostering practices across the Command. She has been instrumental in facilitating strategic business changes within the Crime Scene Services Branch to not only support forensic investigations within the NSWFP, but also to improve productivity state-wide.





## AUSTRALIAN POLICE MEDAL (APM)

### Queensland

#### Detective Senior Sergeant Margaret Maureen Cassidy

Detective Senior Sergeant Cassidy has been exemplary in the discharge of her duties above and beyond normal work throughout her extensive career with the Queensland Police Service. Her dedication to the safety of children and young people in the Queensland community is of the highest order. As the Suspected Child Abuse and Neglect (SCAN) Coordinator for the Ipswich District, she has worked tirelessly to achieve positive outcomes for vulnerable children and young people. This has been achieved by working closely with external stakeholders as well as police in maintaining effective working relationships to best respond to the protection needs of children. In 2018 she was instrumental in introducing Absent from Care Reduction Strategy Project to reduce preventable callouts by police to residential care facilities. The project saw immediate results including a reduction in children from out-of-home care being formally reported as a missing person, and a corresponding reduction in preventable calls for service and response in relation to missing person investigations.



#### Detective Senior Sergeant Jillian McCarthy

Detective Senior Sergeant McCarthy's achievements and contributions to criminal investigations in Queensland has had a significant positive impact on the QPS, and on the community, through the targeting, disruption and dismantling of organised crime syndicates. She has been responsible for the management of multiple joint agency investigations, engaging specialist unit services, and conducting coercive hearings to facilitate legislative reform. She is currently an operations leader within the Drug and Serious Crime Group where her operational management of investigations has resulted in improved reporting standards for matters of interest to both senior management and stakeholders. She has provided superior leadership and influence within multi-disciplinary teams, has mentored many junior investigators, and is a role model for other female investigators progressing through the investigative stream.



### Sergeant Megan Elizabeth Ward

Sergeant Ward has been a tireless advocate for improvement in mental health services for the community's most vulnerable persons, and her service to QPS, and to the wider community, throughout her career has been exemplary. She has worked at front line policing for the duration of her career but distinguishes herself particularly in the realm of mental health support where she has been pivotal in the development of robust QPS mental health responses in the Logan District. She has been at the forefront of police responses in Logan District in dealing with the mentally unwell in crisis in her role as Police Negotiator and District Negotiator Coordinator. She has been pivotal to the development and implementation of a formal District Mental Health Intervention Coordinator (MHIC) role and has been the driving force in launching the District Mental Health Co-Responder project. She also supports QPS staff in their mental health wellbeing through her commitment to the voluntary role of Peer Support Officer. She was also selected, given her expertise, to develop the Mental Health Co-Responder model, a joint agency approach to on-the-ground service delivery to those in need.



### South Australia Senior Sergeant First Class Sharon Lynne Walker-Roberts

Senior Sergeant First Class Walker-Roberts' expertise in the field of domestic violence and victims is widely respected throughout South Australia and her longstanding commitment to vulnerable people throughout her career has been exemplary. She has been at the forefront of SAPOL's responses to domestic violence and victim management for over 20 years.

She has developed business practices and procedures and implemented SAPOL wide training for the National Domestic Violence Order Scheme (NDVOS). She was integral to the implementation of the Intervention Orders Project from 2009, and responsible for the development and implementation of SAPOL's current Domestic Violence Strategy 2017-2022. She played a major role in the development and implementation of the Domestic Violence Order Scheme in 2018, and the establishment of a co-located police official within the Family Court in 2020 to support information sharing to enable safer outcomes for children and families.







## AUSTRALIAN POLICE MEDAL (APM)

### Victoria

#### Superintendent Jenelle Fuller

Superintendent Fuller had demonstrated exceptional commitment and dedication to Victoria Police, and to the wider community in Victoria, throughout her more than 33-year career. She mobilised FV agencies to establish the Family Violence Prevention Network and was key to the development of strategies and education programs to reduce FV recidivism. Since 2010, she has mentored numerous CALD and Aboriginal Victoria Police applicants and continues to provide mentoring and support to marginalised young people. Across 2013-2015 she worked with African communities where she was actively involved with South Sudanese community groups and leaders to drive change and influence culturally competent policing. She has also undertaken two volunteer deployments to India and Vietnam leading projects to support at risk young people in high harm settings.



#### Detective Senior Sergeant Janet Ruth Mitchell

Detective Senior Sergeant Mitchell has consistently championed the rights of women police officers, and has served Victoria Police, and the community, with distinction throughout her more than 36 year policing career. In 1998 she was elected to the Board of The Police Association of Victoria (TPAV) and was the only woman on the Board at the time. In 2004 she was elected as the first woman President of the TPAV where she worked to improve the working lives of women in policing. As a Sergeant in the Equity and Diversity Unit, she promoted change through widespread training on Equal Opportunity and was instrumental in forming a Women's Advisory Group for the Police Federation Australia. She is the current President of the Past and Present Women in Police Association of Victoria (PPWPA). She represented the entire membership on a range of issues including industrial, wellbeing, safety and policy. She has also led significant changes within Victoria Police following the 2014 'Independent Review of sex discrimination and sexual harassment including predatory behaviour in Victoria Police', by the Victorian Equal Opportunity and Human Rights Commission, published in 2015.



### Western Australia

#### Senior Constable Deslea Patricia Sloan

Senior Constable Sloan exemplifies the core values of duty, compassion, integrity and teamwork when performing a most difficult and demanding role, and her commitment to WAPOL, and to the wider community of Western Australia, is of the highest order. In 2013 she commenced in her position as State Traffic Coronial Officer attached to Major Crash Investigation where she is the direct point of contact for families following deaths of their loved ones from road trauma. She supports bereaved family members from the time of the crash, through to attendance at the mortuary and beyond. During her service in this vital role she has assisted several hundred families. Additionally, the support she provides to her colleagues, working as part of the wide crash investigation team, is most noteworthy. She accepts the responsibility of the family liaison role from the investigating officers and regularly volunteers for duties beyond her immediate role, going above and beyond to complete work in a timely manner to ensure the needs of the devastated family members are met, and to support her WAPOL colleagues.





# Inside the tent, not poking holes from outside



**They say if you want something done, you should ask a busy person.**

Embodying that quote is Prue Kapua, who now oversees the New Zealand Police Women's Advisory Network (WAN) – which exists to support serving women reach their full potential.

Prue took on the task of Independent Chair after a discussion with Commissioner Andrew Coster over a cup of tea.

Her appointment wasn't that casual, of course. Prue is President of the Māori Women's Welfare League, which a year earlier had signed an agreement with Police to work together on the safety of Māori women and children. She had already cemented herself as someone with influence who could work with police and hold the organisation to account.

And Prue really is that busy person: as well as chairing the WAN Governance Group, she's a practicing lawyer specialising in claims made to the Waitangi Tribunal – a permanent commission of inquiry. On top of those jobs, she sits on a myriad of boards and trusts.

So, with all of that experience, what's one of the goals Prue would like New Zealand Police to achieve for women?

"An increase in numbers, at all levels. The recruitment issue is fine. It's good to have targets, and certainly those targets are on their way to being met, because they're looking at the increased number of more diverse recruits," says Prue.

"But that doesn't answer the issue about the promotion in the ranks, through the constabulary, because that's the most obvious face of the police to the community.

"We still have disproportionate numbers at the higher levels," Prue says.

She remarks that there's still some work to be done around the processes involved with expressions of interests, and it's an area she'll continue to examine and ask questions about.



Prue Kapua

The proportion of non-commissioned and commissioned female constabulary members is climbing. 2021 marks 80 years of women in New Zealand Police. There's been an improvement over five years.

Prue Kapua's decision to work more closely with police came after the Māori Women's Welfare League pledged to cooperate with police to support whānau (families) to be safe and feel safe in their homes and communities.

As its president, she signed the League's first formal memorandum of understanding with a government agency since its inception in 1951.

"There's an acknowledgement that something needs to happen. If you get that acknowledgement, you are part way on a journey to address issues.

"For me, the police were quite a bit more advanced in that acknowledgement.

"It's very easy to attack from the outside or to poke holes at what's happening. If you have an opportunity to be part of the process, then from my perspective, you take that," she says.

Prue Kapua spoke to the ACWAP *Journal* during a break from her speaking at the New Zealand Police



Prue Kapua with Deputy Commissioner Tania Kura

Rank	2016	2021
Constable	21.4%	26.7%
Sergeant	11.6%	14.3%
Senior Sergeant	11.4%	14.8%
Inspector	12.3%	15.9%
Superintendent	14.0%	15.8%
Assistant Commissioner	-	30.0%
Deputy Commissioner	-	25.0%

As of 30 April 2021, women comprised 35.8% of all New Zealand Police staff and 23.5% of constabulary staff.

Mana Wāhine awards ceremony for women, held at the Parliament Buildings.

In an interview punctuated by regular applause in the awards hall next door, Prue graciously told us about her early years – which put her on a path to promoting justice and the growth of society.

Of Ngāti Whakaue and Ngāti Kahungunu iwi (tribal) descent, she was born and grew up in Rotorua (a lakeside North Island town) and left to attend university in Auckland.

"I went to do an arts degree to be secondary teacher and then panicked when I had to have my last year at the

teachers' college and thought, 'I don't think I want to be a teacher'.

"So, I did law because I was hopeless at science, but didn't ever really want to practice law.

"Having been the first in my family to go to university, going to law school in the late 1970s and early '80s, it was a very privileged group of people going to law school. I'm not sure I fitted in."

Her first job out of university was with the Race Relations Office, before joining the office of one-time Prime Minister Geoffrey Palmer to work on matters relating to the Treaty of Waitangi.

"I enjoyed it because it was quite a reforming time," says Prue.

She then went into private practice law and has owned her own law firm since 2001.

"I wasn't sure that we could achieve too much through race relations. It was like hitting people with a wet bus ticket. People were doing some terrible things in terms of their behaviours, but there was nothing that we were really doing that was substantive at that time. I thought going into law practice would be a bit more assertive."

Now living in Auckland, where her business is based, Prue is careful to take time out from all things justice, for her own wellbeing and to recharge and refresh.

Her down time largely involves music, playing the guitar, and focussing on family.

"I've got two grown-up children. Having the time with them, relaxing through music with friends, and spending time with people who don't ask you lots of questions.

"I enjoy singing at home. It's quite easy to lose yourself listening to or playing music or singing. It's a great way to unwind."





The QPS Commissioner and FNMAU members attended the IFTAR Dinner earlier this year. Pictured are (from left) Acting Senior Sergeant Richard Monaei, Acting Sergeant Jacob Andriolo, Teresa Tapsell, Janice Joseph, Commissioner Katarina Carroll, Acting Inspector Jacqui Honeywood, Acting Senior Constable Latisha Whalan, Acting Sergeant Chris Donovan, Superintendent Kerry Johnson, Acting Inspector Anna Dwyer and Acting Sergeant Neil McKellar. Photo by Senior Constable Natalie Bennett, Queensland Police Service.

# First Nations and Multicultural Affairs Unit launched in Queensland



In November 2020, the Queensland Police Service (QPS) launched the First Nations and Multicultural Affairs Unit (FNMAU) to build culturally responsive internal and external policing strategies and strengthen organisational capability.

**L**ed by Superintendent Kerry Johnson, the unit encompasses distinct areas to provide a dedicated focus and commitment to First Nations communities, Multicultural communities and Police Liaison Officers. The collective portfolio is building cultural capability through increased community engagement, workforce training and communication with internal and external stakeholders.

Following its establishment, the FNMAU conducted a Cultural Capability Awareness Survey amongst QPS members in January. Nearly 1,100 participants from various ranks and levels across the organisation completed the survey.

The results provided the FNMAU a good understanding of organisational



Police Liaison Officers (PLO) represent a major component of the QPS' cultural capability. Pictured are (from left) Senior PLO Purdy Huang, PLO Tameka Johnson, Senior PLO Ken Rong, Senior PLO Naomichi Hirano, PLO Hamza Shale, Senior PLO Mary Kenyi and Senior PLO Weng-Mun Sum. Photo supplied by Queensland Police Service.

gaps in knowledge and workforce training needs. Since that time, the unit has been proactive in engaging with First Nations and multicultural communities to better understand their expectations and needs.

Cultural competence is a specific skill that enables members to respond to policing issues in a culturally respectful and appropriate manner. The combination of the internal feedback and community feedback has proved invaluable for the team to be able to create strategies to enhance the current skills of its members.

Given both the federal and state government commitment to Closing the Gap, the FNMAU is developing specific strategies to support this strategy. The team understands it has to work

differently and together with First Nations communities and is committed to ensuring the QPS contributes positively to the initiative.

Additionally, the FNMAU recognises we live in a multicultural country and is working hard to strengthen relationships with our culturally diverse communities. This is to ensure respectful police practices are developed and adopted.

Police Liaison Officers (PLO) represent a major component of the QPS' cultural capability. With that in mind, the FNMAU is placing a large focus on promoting the value of the PLO role within the Service.

PLOs help police navigate cultural and language differences. They give insight into undercurrents in the community and help break down barriers. In many

cases, their role extends well beyond regular working hours.

The Queensland Government announced last year that 125 new positions would be made available, to be shared between PLOs and School Support Officers, in the immediate future. Recruitment is not as simple as advertising a job, as PLOs need to be members of a particular cultural community and endorsed by that community.

The FNMAU is a new addition to the QPS and its primary role is to support the valuable work already being conducted within the organisation. The FNMAU acknowledges that police are highly skilled in a range of areas and are looking forward to adding to the current skill sets of the committed officers and staff within the QPS.



Senior PLO Alma Apai Ball and Senior PLO Thomas Pedro. Photo supplied by Queensland Police Service.





# Harcourts

*Vanessa Barry*

Specialising in all aspects of residential real estate. I can assist you with all your property needs. Client satisfaction is my aim and gratification is my goal.

**M** 0406 774 266

**E** [vanessa.barry@harcourts.com.au](mailto:vanessa.barry@harcourts.com.au)

Find me on

Proudly supporting Women in Policing

## Living with PTSD? We Can Help

Moving Beyond Trauma is an interactive online program designed to assist people with PTSD reclaim their lives.

The program draws on an understanding of trauma, its effect on the brain and teaches practical skills and tools which bring relief to the troubled body, mind and spirit.

Based on the latest research on health, healing and neuroscience, our nationally acclaimed programs are delivered by a highly qualified professional team in a safe and confidential environment.

### 2021 Dates

13-17 September  
15-19 November

18-22 October  
13-17 December

Call **1300 941 488** or visit  
**[questforlife.org.au](http://questforlife.org.au)**

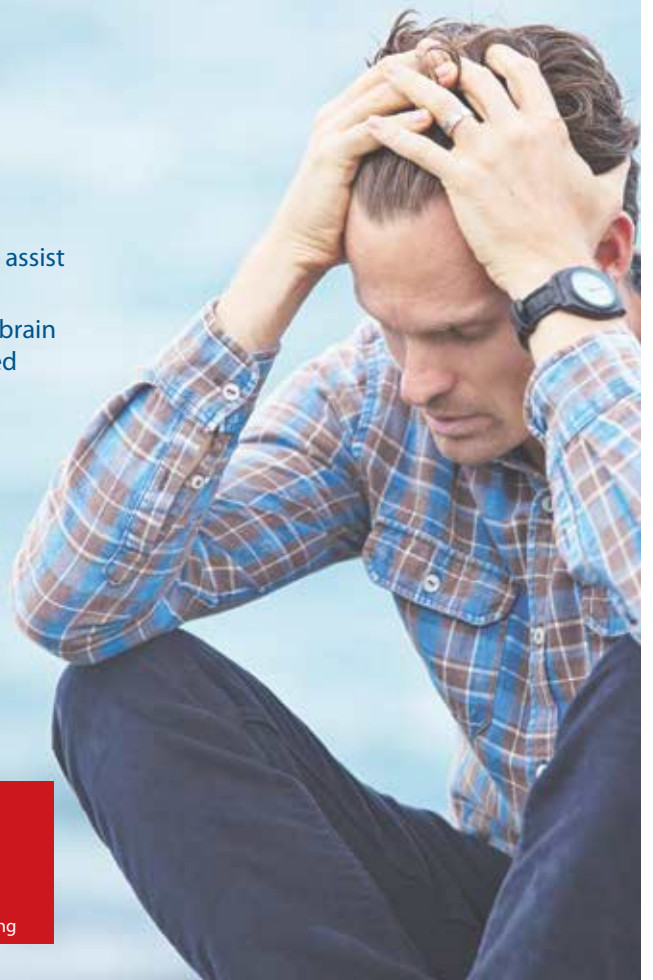
NDIS Provider. Fully subsidised places available for people affected by Domestic Violence. Speak to us if you're covered by worker's compensation.



Special Offer for  
Womens Police Journal readers

**\$200 off**

the program fee if you mention  
'Womens Police Journal' when booking







# Becoming the Detective of our own Health and Wellbeing

## Healing the Gut



**Detective Jaimie Leigh Bergman**

### WHAT DOES IT MEAN TO HAVE GREAT GUT HEALTH?

The gut is linked to the brain so if we have poor gut health it will affect everything from our emotions, to our ability to listen to our intuition, to our physical health, to our mindset. We can experience fatigue, irritable bowel syndrome, autoimmune diseases, headaches, and pain in our joints. The gut is sometimes the easiest place to start when we begin to go on a healing journey and without a healthy gut it can hold the rest of the healing process back.

### HEALING IRRITABLE BOWEL SYNDROME (IBS):

IBS was one illness I struggled with for a number of years and it only began to show up when I was in my early 20's. In 2001 I was diagnosed with being gluten intolerant and this is a step below having celiac disease. It took me 13 years to fully cut out gluten. IBS is not a pleasant illness to deal with and I want to explain IBS on a physical, emotional, mental and spiritual level.

#### Physical aspect:

Nutrition is an important factor for great health. As a western society we have become so accustomed to a processed diet which contains many preservatives, colourings, additives, wheat and chemicals. It is essentially the number one place to start if your immune system is suffering and you struggle with any form of illness. The food we ingest will either create more toxins or it will literally heal you from the inside out. It played a big factor in the healing of my disease and now having adopted a more fruit and veggie food choice over processed foods my gut is so much happier. I also engaged with a naturopath to cleanse parasites sitting within my gut and purify my blood.

If you think about it we are told that pets need to be wormed every 6 months, do we consider this for ourselves?

Now no one is perfect and my one nemesis is wanting jet planes at 10am when I am working. Being consciously aware I understand that it is my body's way of saying it needs more vitamin B. In the afternoons sometimes I crave chocolate which signifies my magnesium levels are low. Particularly working in a high stress environment such as policing the body will use a significant amount of vitamin B and magnesium. So for me I have to supplement as I'm not able to obtain the right amount to sustain good energy levels solely from food alone. A craving of sugar can also signify an emotional element of feeling rejected.

Millennium Education director Jean Sheehan from Queensland Australia is a well known healer with a background in nursing. Her book 'Bite Me' talks about cravings and what vitamins your body maybe deficient in:

- Craving coffee signifies deficiency in phosphorus sulphur, iron or B6.
- Craving alcohol signifies a deficiency in protein calcium or potassium.
- Bubbly drinks signifies deficiency in calcium
- Tobacco signifies a deficiency in silicone and vitamin C

More info can be viewed at these links:

- <https://www.webwire.com/ViewPressRel.asp?ald=250933>
- <https://www.facebook.com/156974530989268/videos/899508257217846>

To learn more about nutrition, Dr Libby Weaver is a well reputable nutritionist along with Ben Warren of 'Be Pure'.

I'm now going to introduce Inna Segal whose work I follow closely and I regularly use her antidotes to assist me whenever disharmony shows up in my



physical body. Inna lives in Melbourne and is an internationally recognised healer, professional speaker, author and television host. Her clients include doctors, CEO'S, health care professionals, actors and sports personalities.

You can find her here: <https://www.facebook.com/InnaSegalAuthor>

#### Emotional aspect

In Inna's book "The Secret Language of Your Body" it highlights the emotional link to many illnesses. After a presentation I gave at the ACWAP conference in Cairns in 2017 when I referenced this book I was approached by several women to look up particular illnesses that were pertinent to them. A few became emotional when they identified the link between their emotions and their illness.

#### Irritable bowel syndrome:

Being unbalanced, too serious and controlling, focused on the negative, judgmental, opinionated, easily irritated, difficulty in trusting others, holding on to outdated beliefs and ideas, confusion, loss of direction, not knowing which way to turn.



When I look back at my life I see many traits of the above sitting in my makeup. Being able to acknowledge these traits was hard because in doing so meant I had to accept that which isn't likeable. I had to learn how to love everything about me including these traits in order to heal and create new ways of being.

**First:** it was understanding where these programs came from,

**Second:** I am not my emotions or my ego and

**Third:** learning how to grow and become conscious whenever these traits played out.

By doing the above I was slowly able to re-create and re-wire old behaviour patterns. The more I did this and the more focus I put into my nutrition, the IBS dissipated and I no longer suffer this illness. This is why I am so passionate about sharing my stories with you because I know how much happier and healthier I am because of it.

When I started peeling back the layers and focusing on my emotional healing I researched, experienced and trained in many holistic modalities to assist me. I spent time with a Psychologist which was helpful but it was just a part of the healing process, it was not enough on it's own.

*Since your presentation I have engaged in aspects of mindfulness, meditation and dream analysis. As a result I have (and my wife has commented on) become more relaxed and happier in my work and home life. This has dramatically improved my productivity and enjoyment at work and made me a better husband and father.*

**Testimonial from a NZ police officer**

### Mental aspect:

The mental aspect is about mindset and what thoughts you wish to choose when conflicts/life/issues arise.

I started adopting Affirmations and a Gratitude practice each morning because studies show that when we do this it can alter the energy of our day from negative to positive. The trick is – how do you want to feel each day. Once you identify how you want to feel – that is your goal. When I have applied this method my energy has substantially improved from negative to



positive. As in the book Finding Gratitude by Rebekah Lipp and Nicole Perry – The secret is in practicing! Just like a muscle the more you use it the stronger it becomes. Using gratitude helps you strengthen your brain to seek out the good and in turn raises your levels of happiness

### Homework:

Set aside 5 min each morning and list 5 affirmations and 5 things you are grateful for and watch your energy shift for the day. For example:

### Affirmations:

1. Things are always working out for me
2. Since things are always working out for me there must be some value in this
3. The way I feel does not need to be tied to the current set of circumstances
4. I have complete control over the direction of my thoughts. I can choose increasingly better feeling thoughts — thoughts of hopefulness and positive expectation
5. When I feel frustrated discouraged or overwhelmed I only focus on the solution (rather than staying stuck in the problem)

With your affirmations ensure you say them out loud so you can make sure the energy matches what you are actually saying.

### Gratitude:

1. I am grateful I am in paid employment that is secure and enables me to enjoy everything I own
2. I am grateful for all of the opportunities my life has given me (then physically remember those opportunities). For me it was being selected twice to present internationally and the Crusaders rugby team as well as the effect my presentation has had in making a difference in other people's lives which motivates me significantly.

Choose your own gratitude statements as they are individual to each person but I wanted to give you an idea.

Abraham Hicks and Dr Joe Dispenza are great sources of material in being able to assist in breaking down old patterns of thinking.

### Spiritual aspect:

In this section I am going to touch on the chakra system. As a healer in Pranic and Reiki I work with chakras in the body. These are energy vortex' that govern the energy flow in the body. In this article I will talk about the throat and sacral chakra as these were the ones where my illnesses developed.

To put it quite simply, the throat chakra governs the thyroid, throat and the parathyroid glands. Quite often growing up I felt misunderstood, not heard, unable to speak my truth. The more I suppressed these emotions the more the throat shut down. A good analogy to understand this is imagine a hose and you create a kink in it, the water can no longer flow. The water then builds up and it creates pressure at the base of where the kink is. Now imagine not being able to speak out, not feeling heard, it literally squelches the area of the throat creating pressure and over time this is where disease can manifest in a particular area because the energy becomes blocked.

The solar plexus governs the diaphragm, pancreas, liver, stomach, appendix and small and large intestines. The solar plexus is the energy centre that holds positive and negative emotions and is our centre to our personal power with other people.

When we suppress anger and intense worry for a long period of time, the effect on our energy body compounds into our



# Chakras & Colours

**THE BROW CHAKRA – INDIGO**  
**Association:** Pituitary Gland, Eyes, Sinuses  
**Hormonal Stimulus:** Various Stimulating Hormones related to multiple body functions and positive feedback  
**Physiological Response:** Self-Responsibility, Sense of inner strength, Ability to visualise creatively, Intuition, Calmness, Clairvoyance  
**Complementary colours are** **YELLOW & ORANGE**

**THE HEART CHAKRA – GREEN**  
**Association:** Heart, Thymus, Lower Lungs, Circulatory System, Immune System  
**Hormonal Stimulus:** Thymosin  
**Physiological Response:** Love, Compassion, Generosity, Normalising Heart Rate, Allowing new cell growth, Ability to be supportive, Focus on family and having a safe and happy home  
**Complementary colour is** **RED**

**THE SACRAL CHAKRA – ORANGE**  
**Association:** Reproductive Organs, Kidneys, Bowels, Immune System  
**Hormonal Stimulus:** Spleen and Adrenals  
**Physiological Response:** Self-Respect, Pleasure, Happiness, Friendliness, Humility, Creativity, Sex, Ability to joyfully socialise  
**Complementary colour is** **BLUE**

**THE CROWN CHAKRA – VIOLET**  
**Association:** Pineal Gland, Brain, Nervous System  
**Hormonal Stimulus:** Melatonin  
**Physiological Response:** Self-Knowledge, Enlightenment, Spirituality, Desire to express the way you feel, Ability to connect to the higher power  
**Complementary colour is** **YELLOW**

**THE THROAT CHAKRA – BLUE**  
**Association:** Thyroid, Respiratory System, Teeth, Vocal Cords  
**Hormonal Stimulus:** Thyroxin Hormones (Metabolism Control)  
**Physiological Response:** Self-Expression, Communication, Abilities to organise, plan for the future, appreciate beauty, peace and order, to live in truth and speak the truth  
**Complementary colour is** **ORANGE**

**THE SOLAR PLEXUS CHAKRA – YELLOW**  
**Association:** Central Nervous System, Pancreas, Liver, Digestive Tract, Skin  
**Hormonal Stimulus:** Insulin  
**Physiological Response:** Self-Worth, Intellectual Clarity, Optimism, Hunger, Activity, Desire to work together as a team  
**Complementary colour is** **VIOLET**

**THE BASE CHAKRA – RED**  
**Association:** Spine, Rectum, Legs, Arms, Circulatory System  
**Hormonal Stimulus:** Ovaries and Testes  
**Physiological Response:** Self-Awareness, Physical Strength, Increased Heart Rate, Fear or Courage, Passion, Sex, Ability to focus on physical goals  
**Complementary colour is** **GREEN**

physical body, hence why whenever I identify an illness start to form I have to analyse all aspects of my life to prevent the onset of chronic illness. Thus we become the 'Detective of our own health and wellbeing'.

A weak solar plexus consumed by suppressed anger and worry can create illnesses such as Headache/Migraine, Asthma, Sinusitis, Stomach ulcers, IBS, Diabetes, High cholesterol, Heart ailments and Liver and Kidney issues.

## CONCLUSION:

I would like to reiterate that this article is an opinion piece. I am not a medical doctor and I share this information from what I have learnt in healing my own disease. It is important that you identify what resonates for you and leave the rest. I provide the guidance and then it's up to you to do your own research. In my presentations I will always say

"Be open, try different things. If you try holistic methods and you don't resonate with it, discontinue but if you try something that you never thought you'd be open to and you experience something amazing how would that make you feel". That is what happened to me, I was very logical, needed proof but the pain I was experiencing forced me to look deeper. I will ever be so grateful to myself to be prepared to look so deep and heal because of where I am now. It is not an easy journey in any way shape or form and I take my hat off to you all in working through your own stuff because it is a very courageous thing to do. In the climate we are in now there is nothing more hugely important to making sure we put our health and wellbeing at the top of our list. You are welcome to contact me at the following email address: Jaimie.Bergman@police.govt.nz

## FOOD FOR THOUGHT:

When the Dalai Lama was asked what surprised him most about humanity his answer was:

Man; Because he sacrifices his health in order to make money. Then he sacrifices money to recuperate his health. And then he is so anxious about the future that he does not enjoy the present; the result being that he doesn't not live in the present or the future; he lives as if he is never going to die and then he dies having never really lived.

*This is the second in a series of articles published in the ACWAP journal by Jaimie Leigh Bergman. The first article is in edition 48 which can be viewed at the following link <https://acwap.com.au/wp-content/uploads/2021/05/Womens-Police-Journal-Autumn-2021.pdf>*





# Australian-first forensic program to seek to name our country's unidentified human remains



It surprises many to learn that there are more than 500 sets of unidentified human remains (UHR) stored in police, coronial and forensic facilities across Australia, with some cases more than 50 years old. A new initiative to identify these remains, funded by proceeds of crime and supported by leading forensic technology, hopes to provide answers to long asked questions, and reunite families with those they have lost.

In July 2020, the Australian Federal Police (AFP) was granted \$3.594 million under the *Proceeds of Crime Act 2002* to launch the National DNA Program for Unidentified and Missing Persons. Managed by the National Missing Persons Coordination Centre (NMPCC), the aim of this 2.5 year multidisciplinary Program is to apply state-of-the-art forensic techniques to current UHR cases to assist Australian law enforcement to:

- Establish their identity,
- Solve long-term missing persons (LTMP) cases,
- Provide answers to families with missing relatives, and
- Seek justice for previously unknown victims.

Currently in Australia it is estimated that there are 2600 LTMP and 500+ UHR, the majority of which have been archived as cold cases for decades and not been examined using the full complement of contemporary forensic techniques. This project will enable this.

Additional work is needed across our jurisdictions to update the ante mortem forensic data for each LTMP, a critical element for the Program to conduct effective national searching and matching of unidentified and missing persons cases using available databases.

Associate Professor (A/Prof) Jodie Ward, an internationally recognised expert in forensic human identification, has been engaged by the AFP to lead this Program. Following publication of best practice recommendations developed by A/Prof Ward's during her Churchill Fellowship, the program will also model other internationally recognised DNA-led identification programs, including that of



Associate Professor Jodie Ward

the International Commission on Missing Persons.

The Program will be supported by existing national databases developed and hosted by the Australian Criminal Intelligence Commission (ACIC), including the:

- National Missing Persons and Victim System (NMPVS) – the database for conducting national searches of case and dental records to link UHR and LTMP via matching of circumstantial (e.g. dates, locations), demographic, physical, medical or dental data
- National Criminal Investigation DNA Database (NCIDD) – the database for conducting national searches of DNA profiles to link UHR and LTMP via direct matching of DNA data

- NCIDD-Integrated Forensic Analysis (NIFA) – the database for conducting national searches of DNA profiles to link UHR and relatives of LTMP via kinship matching of DNA data

The AFP team will also cooperate with the INTERPOL National Central Bureau (NCB) hosted at the AFP to utilise INTERPOL tools and databases to share and search Australian unidentified and missing persons biometric data internationally.

In addition to enabling advanced DNA profiling and matching of unknown deceased persons and missing person relatives nationally for the first time in Australia, new investigative leads will be offered through:



National DNA Program staff from left: Michelle Spiden, Dr Kelly Grisedale, Associate Professor Jodie Ward, Shelley Seddon

- Coordinating UHR examinations by experienced forensic anthropologists and odontologists,
- Leveraging existing and emerging forensic capabilities available at AFP Forensics such as forensic DNA phenotyping and digital craniofacial reconstructions,
- Engaging university-based forensic experts to conduct forensic testing currently underutilised in Australia such as radiocarbon dating and isotope testing, and
- Collaborating with academic partners and industry experts to research and develop innovative scientific techniques such as forensic genetic genealogy not currently available in Australia.

So for those remains not able to be positively identified using medical, dental or DNA data comparisons, specialist forensic testing may be able to: estimate an individual's year of birth and death, residence history, ancestral origin or hair

and eye colour; reconstruct their face in life; or locate distant relatives by building genetic family trees. This information can refine potential missing persons lists where there are no other investigative leads as to the identity of the remains.

The success of this nationally coordinated Program will centre on working collaboratively with police, coronial and forensic agencies across Australia to resolve these cases, and more importantly, work with families of the missing who are integral to this DNA-led identification effort. Community engagement will be a continued focus for the AFP in 2021, with plans to partner with State and Territory police, Coroner's offices and family advocacy groups to coordinate a series of Families of Missing Persons Days later in the year across Australia. These events will support the collection of the required information and forensic evidence from family members and may encourage them to formally report LTMP to the police not previously reported.

Longer term goals of the Program include leading the review and reform of existing legislation and policies proving prohibitive to the national and international sharing and searching of unidentified and missing persons biometric data, advocating for the exhumation of UHR for which the Program may offer a reasonable prospect of identification, and the embedding of a nationally coordinated, consistent and collaborative investigative approach for the forensic identification of deceased and missing persons in Australia.

The AFP's team is committed to establishing a world-class forensic human identification capability within the AFP in the ultimate attempt to restore the names and faces of our unknown Australians, provide them with a dignified burial, reinvigorate cold criminal investigations so justice can be served, and provide answers to families and police who have spent years searching for missing loved ones.





# Inspiration for a new generation



Talking to Constable Tiarna Eades it is easy to forget that she is only 22 years old, displaying a level of maturity and attitude that is very refreshing.

**T**iarna grew up in the Bunbury area, south of Perth with her family, who are a very important and strong influence in her life. She credits her grandparents on her mum's side with instilling within her a sense of resilience as her nan was part of the stolen generation which affected them through their lives, her pop leaving school at 13 years old to work and provide for his mum when his dad died.

Tiarna highlights that her mum is a major inspiration for her. As a young family they were constantly living pay cheque to pay cheque and her mum

was a victim of family violence from Tiarna's biological father. She took a stand early on to make a difference for herself and twin daughters, leaving the abusive partner and moving out on her own. These were very difficult circumstances, but this drives her to do the best she can every day. Escaping the family violence also led to her mother meeting Tiarna's dad, who she credits with working hard also to give her opportunities she may not have otherwise had. Tiarna is all too aware of the impact all of this has had on her family and others in the community,

and the impact it continues to have through intergenerational trauma.

After leaving school, Tiarna applied for the inaugural Aboriginal Cadet training program in 2016 with a desire to become a police officer full time. The Western Australia Police Force Aboriginal Police Cadet Program deploys cadets to police stations to gain exposure to a range of unique policing activities. This provided the benefit of a stable, rewarding job, and will also help her to realise goals of bridging the gap between the police and Aboriginal community, as well as challenging racism. It is also an





opportunity to make change and be a strong advocate for the Aboriginal community. Tiarna reflects that, "If no one talks about it, then how will the message be spread and how can I empower other young Aboriginal people and females to achieve the same?"

Tiarna is currently working at Rockingham Police Station in the metropolitan region of Perth as a front-line patrol officer. Enjoying her new Constable role for its fast pace and the variety that comes with working in a busy station, Tiarna enjoys the opportunity to challenge stereotypes about Aboriginal people, putting 100% into her position giving it the dedication and hard work it demands. Her role also gives her the opportunity to help vulnerable people in the community and continue her passion of working with the Aboriginal community to build positive relationships.

Tiarna has experienced a welcoming response and praise from the Aboriginal community but at times she has also had to deal with others who think she has betrayed them. She won't let this deter her and plans to continue educating the community on key issues, highlighting the effects of trauma and why people may react the way they do. She believes her unique perspective and experiences gives her voice and opinion more legitimacy.

Taking positive steps in the right direction, Tiarna has a goal of working



AC McCabe

as part of the Aboriginal Affairs Division within the WA Police Force. Here Tiarna believes she will be able to further influence change and continue to highlight the issues experienced in the Aboriginal community.

Another opportunity Tiarna hopes will present is the chance to work in a remote Aboriginal community, to allow her to see the challenges and barriers Aboriginal people face but also the uniqueness and richness they bring to their community. Tiarna has seen first-hand how a family's history and background can impact our youth, so wants to continue to make a positive change for generations to come.

The WA Police Force is committed to a united future with Aboriginal people and works towards ensuring equality, justice and wellbeing throughout Western

Australia. The Agency began its journey toward reconciliation with the 'Reflect' Reconciliation Action Plan in 2019 and has commenced transition toward the next phase of the reconciliation framework, the 'Innovate' Reconciliation Action Plan.

WA Police Force Assistant Commissioner Joanne McCabe heads up the Operations Support Portfolio, which includes responsibility for the Aboriginal Affairs Division. "Improving the lives of Aboriginal people in our community is a significant priority for WA Police. Tiarna's willingness to step forward and contribute to our progress and success in this area is evidence of her desire to effect real change. She is a mature young woman, with clear goals and will be an inspiration to those around her", said Assistant Commissioner McCabe.

Tiarna has been chosen to participate in the WAALI 2021 Yorga Djenna Bidi Aboriginal Women in Leadership Program. The program is designed for Aboriginal women who have a desire to influence, lead and generate change, and brings together Aboriginal women across different cultures, ages, occupations, leadership experiences and education levels to build skills, gain confidence and build networks.

Tiarna's advice to new recruits – "Stay positive, work hard and recognise that everyone will try to help you. Find your own way whilst talking it all in".



WAN Executive members with Corporal Bianca Simeon and Commissioner Robson Iavro

# Women of the Vanuatu Police Force



From new maternity uniforms, leadership opportunities and drones – Vanuatu's women are reaching new heights in 2021.

Since 2002, the AFP has been involved in assisting the Government of Vanuatu in improving the capabilities of the Vanuatu Police Force (VPF) through numerous programs. The Vanuatu Australia Policing and Justice Program (VAPJP), established in 2016, is a joint project with the Department of Foreign Affairs and Trade and implemented by the AFP and the VPF.

The Program, which builds on previous law enforcement capacity building initiatives, seeks to increase focus on service delivery to targeted provincial centres; increase support for more effective handling of cases involving violence

against women and children; plan support for legal awareness and outreach activities and increase support for the judiciary and planned support for law reform.

Through advice and assistance provided by the VAPJP, opportunities for females within the VPF are flourishing.

## DRESSING TO IMPRESS

The VPF has approved a new Maternity Uniform for all sectors of the force. The dresses, which come in white, green and blue, are a fusion of professionalism and traditional island dress. The white dress, which represents the Police Maritime Wing, was first debuted by

Corporal Bianca Simeon at the recent swearing of the newly appointed VPF Commissioner, Robson Iavro.

## NEW LEADERSHIP IN NORTHERN COMMAND

In July 2021, the VPF opened a Professional Standards Unit (PSU) for their Northern Command on the island of Santo. The new PSU is responsible for investigating misconduct and unacceptable behaviour by members of the VPF throughout the northern Islands of Vanuatu. The office is the first to operate outside of Port Vila and is integral in response to the VPF's





PSU Santo



PSU Santo opening, from left to right, Acting Director PSu Kami Toa with Sgt Jennifer Warsal and Commissioner Robson Ivaro



Opening Plaque



Jane Pakoa, Sackrine Kaman and Ginny Stein

decentralisation strategy, community expectations and access to justice for the public of Vanuatu.

Sergeant Jennifer Warsal will lead the unit as the first female Officer in Charge (OIC) of a PSU office since its inception in 1990. Sergeant Warsal joined the VPF in 1990 and has spent time within the VPF as a communications officer and a signaller and worked within the Uniform Investigations Branch as a shift supervisor with the General Duties Unit. Although she anticipates the position to be challenging, Sergeant Warsal is confident and trusts she will carry out the duties bestowed on her. The PSU Northern

Command will report directly to PSU Port Vila which will be resourced by five Police Officers and supported by VAPJP in its establishment and ongoing development.

### THE SKY IS THE LIMIT

The long-time dream of two VPF Media Officers finally came true in late June when the VPF received its first drones. Earlier this year, Sergeant Jane Pakoa and Sackrine Kaman were overjoyed when approval was given from the VAPJP Team Leader to purchase two drones for the VPF. A week later, training to fly the drone was provided by, retired former Foreign correspondent, journalist and

qualified drone operator Ginny Stein, through the funding of VAPJP.

"Our training sessions were all that we've been aiming for and it was rewarding," said the two VPF Media Officers.

"After our training sessions, we managed to fly the drones up on different policing activities which we really enjoyed. The two drones have been and will be very useful in our organisation in different field operations."

The VPF are grateful for VAPJP's continuous support to VPF Media to ensure information and awareness on police activities are well disseminated to the people of Vanuatu.





# The power of teamwork: Boosting supply chain integrity on Project JARDENA



Supply Chain Integrity refers to the smooth movement of goods across our border, enabling fair trade and economic prosperity. It's one of the Australian Border Force's operational priorities, so our officers are constantly on the lookout for new ways to ensure the safe, effective life cycle of any given cargo consignment.

This was the idea behind Project JARDENA.

Australia is a big land mass, with a complex supply chain. This means Australian Border Force (ABF) officers have much to consider when monitoring the movements of cargo coming in and out of the country, including governance requirements, export controls, and anti-corruption mechanisms.

The pandemic has only made this more complex. The changing demand for goods and increased trade restrictions brought about by COVID-19 has revealed economic vulnerabilities that fraudsters are only too eager to exploit.

Project JARDENA was established in 2019 in Victoria as a regional initiative. The aim was to approach supply chain intervention in a new way, with wider access to logistics data and increased visibility over the end-to-end process.

This involved bringing together groups of people with varied knowledge and diverse skillsets, across branches that usually wouldn't work together so closely – including maritime, investigations, and intelligence staff.

The original Victorian-based Project Jardena was led and largely driven by a number of talented female ABF officers who worked tirelessly to deliver great outcomes under considerable pressure.

The first step of the project was to create specialised Supply Chain Enforcement (SCE) teams. These teams would focus on regulatory compliance,

working with existing Supply Chain Operations teams to help identify high-risk entities operating within the supply chain.

These teams had a broad focus. It was clear from the outset that collaboration would be key, so one of their first major goals was the development of strong relationships. Officers set about engaging with stakeholders including Enforcement Branch, Customs Group, Trusted Trader, and Intelligence Support to share knowledge and experience.

**“We were pioneers. Operating as a blended team the way we did was so effective. We were able to break down barriers and open up new lines of communication between work areas, sometimes even whole agencies.”**

ABF Senior Investigator Inspector Linda Cheek was part of Project JARDENA throughout 2019 and 2020. She was instrumental in the success of Operation JARDENA, and has since been selected to join the national JARDENA coordination team. She even won a Commissioner's Award for her work.

“We were pioneers. Operating as a blended team the way we did was so effective. We were able to break down barriers and open up new lines of communication between work areas, sometimes even whole agencies,” Senior Inspector Cheek said.

By pooling knowledge, SCE were able to unlock the full operational, regulatory, and enforcement capabilities of the ABF and its partners. A number of formal campaigns were established. Teams had two main objectives – to identify emerging threats in the supply chain, and target them directly through operational activity.

One of these campaigns was a joint venture between the ABF and the Aviation Maritime Security (AMS) division of the Department of Home Affairs. The idea was that each branch would have specialised skills and experience that would complement the other.

At the start of the pandemic, inbound sea cargo was significantly reduced. Criminal syndicates moved to air cargo to transport their goods. Then flights slowed, and sea cargo picked back up. The two agencies were able to pivot quickly to adapt to these changes in real-time, demonstrating the value of JARDENA's collaborative model.

This campaign has since evolved into an ongoing national operation targeting serious breaches of aviation and maritime customs law, and the success hasn't stopped there. Project JARDENA



Two of the ABF's Project JARDENA 2019/20 team members, Inspector Linda Cheek (left) and Senior Border Force Officer Gayle Heywood (right).

has also improved compliance culture and increased successful operational activity.

The number of warning and infringement notices handed out on suspicious consignments has risen considerably, as has the number of referrals.

In several cases, these referrals have led to major detections of illicit tobacco. The smuggling and sale of illicit tobacco is a global issue, and criminal syndicates throughout the Asia-Pacific region often use the proceeds to fund other illegal activity. When the ABF makes a seizure of illicit tobacco, the result is widespread positive outcomes for the Australian health and economic sectors.

Within a 12 month period, the work completed by the SCE teams resulted in the detection of 160 licence breaches, the issuing of \$300,000 in infringement notices, and 20 detections of illicit

tobacco totalling over 7,000kg of loose leaf and 20 million cigarette sticks. A further 16kg of cocaine was also detected, concealed in a refrigerated container.

These are major seizures. The value of the loose leaf tobacco is over \$11 million AUD, while the cigarettes are worth over \$22 million. All of this is a direct result of the contributions from stakeholders across the Customs landscape.

Senior Border Force Officer Gayle Heywood also received a Commissioner's Award for her role on Project JARDENA. She believes the combined efforts of those in her team have helped to shape the future agenda for the work they do each day.

"Under JARDENA in 2019 and 2020, we learnt from each other. We were able to build stronger relationships with our partners in law enforcement. It showed

us the value the ABF brings when it comes to disrupting the criminals who try to exploit our supply chain, and it's something we are very proud of."

The work of our female officers, like Linda and Gayle, in the leadership and delivery of Project JARDENA has been outstanding. Over a period of 16 months, the SCE teams made significant detections of illicit goods and issued a range of offences. They helped improve compliance within the supply chain, and established strong regional and national relationships.

Australia's trade environment will only grow more complex given the emergence of e-commerce and new platforms for buying and selling. Fortunately, those involved in Project JARDENA are closely monitoring Australia's border and are ensuring the ongoing integrity of supply chains.



# Healthy minds at work



## Sergeant Helen Pawsey, Recruiting Services Branch

In 2020 COVID-19 restrictions were put in place, where Victorians spent 112 days in lockdown – home confinement, travel restrictions, the closing of stores, schools, gym, and restaurants. People were impacted by the effects of isolation, and the requirement to work from home has arguably contributed to a state-wide mental health decline.

As Victoria began to close its doors and staff transitioned to working from home, one Victoria Police Inspector decided to be proactive about her team's mental health and wellbeing.

Recruiting Services Branch Officer in Charge Inspector Caroline West supported a busy hive of dedicated staff working through a pandemic, whilst still trying to meet the Government's \$2 billion boost to recruiting 2,729 additional frontline and specialist police and stay ahead of the curve of natural attrition.

Recognising the juggle her staff were performing trying to work from home and meet the campaign deadline, Inspector West decided to implement some strategies to help keep them connected.

"I recognised that staff were under immense pressure," Inspector West said.

"Whilst isolated from their peers and management team it was vital that staff felt supported in seeking welfare and maintaining their mental health."

A daily mindfulness meeting was scheduled by Senior Sergeant Dean Weir on Microsoft Teams each day at 12pm to encourage staff to be fully present and engaged in a safe environment without interruption or judgement. The short ten-minute mindfulness exercise encompassed a social, relaxed environment where staff were encouraged to unwind and focus their attention to what is happening in the present moment. Staff committed to ten minutes in their schedule to reconnect with the team and switch off feelings of negativity.

"I feel that I am maintaining a healthy balance between my work and personal life whilst having a stronger understanding more than ever of the importance of a healthy mind set," Recruiting Team member Eve Fung said.

The recruitment process was heavily impacted when stage four restrictions were introduced. Scheduled recruit induction targets still needed to be met



Image Sen Sgt Dean Weir and Insp Caroline West

whilst fitness testing, panel interviews, psychological assessments and exam dates were suddenly cancelled. Inspector West with the support of the Human Resource Department was successful in obtaining exemptions to allow testing to continue, albeit in a different format.

"Our end to end process was quickly revamped to reflect smaller groups, COVID safe planning, online interviews, the issuing of travel permits and cleaning routines. Our team worked tirelessly demonstrating dedication and commitment which was outstanding," Inspector Caroline West said.

Upon returning to the office and on track to meet the campaign goal, Recruiting

Services Branch has continued to conduct a daily mindfulness meeting, attended by many employees. A colourful *Wellness Wall* stands proudly in the office, where staff place images of people, places or things that bring them joy whilst promoting a healthy, happy lifestyle.

"The resilience demonstrated by our staff and management team during the pandemic has been extraordinary," Inspector West said.

With the campaign deadline quickly looming, the Victorian Public Service (VPS) staff in the branch feel supported in balancing a roster of working from home and office.

Recruiting Services Branch's Senior Sergeant Dean Weir said keeping employees happy and motivated was key.

"We have seen over the past 12 months the positive impact of having a people focused approach to management. Our unplanned leave is low, team morale is high and staff report feeling more comfortable than ever taking proactive steps to promote their own mental health," Sen Sgt Weir said.

"It only takes ten minutes of your working day. Download a mindfulness application, create a meeting and encourage your staff to take care of their mental health and wellbeing".





# Being Yourself

## The Police Career of Amanda Kates



### Commander Amanda Kates

**N**early to this day 31 years ago, I walked through the doors of the Australian Federal Police Training College in Canberra to start training for my second career. I was a 25-year-old married woman who had already racked up nearly seven years in the Royal Australian Navy and a brief 18-month interlude at a Darwin employment agency. But despite all this time in the workforce, I was still craving a challenge, and, most of all, a purpose.

As I searched for a job in Darwin, I decided pretty quickly that the Northern Territory Police was not for me. Despite being a competent swimmer (hence the Navy), I was no runner and, at just a smidge under 160cm, was politely described as being a little “vertically challenged”. Being out on the beat did not sound very appealing. Then, fortuitously, I saw an advertisement in a national newspaper for new recruits to join the AFP. The AFP needed people interested in investigating large scale fraud and drug importations with positions based out of either Melbourne, Sydney or Brisbane. Surely, I thought, I would not need to run after these criminals so I went the application and, after a very short three-month process, I was marching into the AFP College in Barton, excited about the challenge ahead and a guaranteed posting to Melbourne.

Approaching the end of recruit training, the class was suddenly informed of a shortage of numbers in ACT Policing and asked if anyone was willing to take up the challenge of uniform policing in Canberra. Training had not done anything for my height but I had graduated to a slow jog and was physically strong so up went my hand. Melbourne was out, Canberra was in and I had just set the scene for the next 31 years of volunteering or saying, ‘yes,



sure I will give it a crack’ whenever an opportunity presented itself.

After graduating from the college in 1990, I spent my first eight years in the AFP on the road in Canberra, thankfully seeing the female uniform evolve from culottes to trousers and from black school shoes to boots over a very short time. To this day, I recognise this time in the ACT as the foundation of my policing career. The work was extremely diverse and hardly any day was the same. I started at Woden Police Station before moving to Erindale and then to the Winchester Centre, where I finally got to sit behind a desk and investigate

fraud, years after answering that initial newspaper ad. Needless to say, after only eight months in that team, I realised that long-term fraud investigations required focus, perseverance and patience, none of which I had in abundance.

Those first eight years in uniform also included a one-year posting to Jervis Bay that involved moving my family down to that little village on the NSW south coast. In what is an otherwise ideal location to work and live, I encountered my first real professional challenge within moments of reporting for duty. When I asked where my desk was, I was told, forthrightly, that I was to sit at the



front counter and my job was to make the OIC his coffee and answer phones. That set the scene for a torrid 12 months that almost, and I say almost, broke me. With incredible support from the Senior Executive in Canberra and ACT Welfare Officer, who I still remain friends with today, I was helped through this difficult time. When they finally came to me and asked what I wanted, I said: "To be as far away from Jervis Bay as possible". One week later, I crossed from one side of Australia to the other with my family and posted into the Perth office.

From 1998 to 2000, I was attached to the General Operations floor in Perth, investigating Centrelink frauds, parcel post importations and other drug matters. Towards the end of 1999 and early 2000, violence erupted in East Timor and a call went out for AFP members to deploy for six months as part of the United Nations mission. Up went my hand and by November 2000 I was in East Timor, where I stayed until May 2001, deployed to Letefoho within Ermera District. It was the first time away from my six-year-old son, there was no running water, no power, phone calls were non-existent and the internet was sporadic but the mail was regular and for the next six months I lived on care packages from friends and family. The accommodation was only slightly better than a tin shed and had bullet holes in the front door. I was deployed with a fellow officer from Perth and together we made it liveable. He was an amazing cook and I loved my food – a perfect match. Despite all the challenges, though, the work and my first experience in an offshore capacity development role was incredible. I was involved in peacekeeping and capacity development at the grass roots level, assisting to rebuild a functioning police service and returning to my first love, community policing. I believe wholeheartedly that women enhance our ability to build confidence and trust among local communities in which we serve. I have seen this time and time again, particularly in capacity building roles, women build bridges with vulnerable populations. Often among host countries, whether because of religious or cultural factors or because of the nature of their conflict-related trauma, women are more comfortable reporting crimes and providing information to female police officers. So many times, after walking for hours on mountain tracks that even



*Commander Amanda Kates with Superintendent James Stokes at JCLEC (Indonesia)*

a goat would think twice about, we would arrive in a village to find a sea of surprised faces staring at us. It was the first time most had seen a female police officer in uniform and it was an incredibly powerful experience to feel that response. My sense of connection with the Timorese people was also aided by that other physical trait of mine – lack of height. Generally the Timorese and I stood eyeball to eyeball with me and we all shared a laugh about me trying to keep up with my long-legged male counterparts on the rough track.

As I returned to Perth six months later, Australia was gearing up for the 2000 Sydney Olympics and a call went out for members to undertake the Close Personal Protection Course to safeguard all the VIPs about to flock to Australia. I still couldn't run out of sight in a dark night but thought, 'why not', and up went my hand, again. The physical requirements for the CPC were not quite Olympian but did involve needing to run 2.4km in 12 minutes. My first attempt clocked in somewhere around 16 minutes but I may have stopped my watch "accidentally" at the half way mark to stop and recover. I felt I needed to train harder than Cathy Freeman to get my time down. And over the next three months I slowly got it down to just over 12 minutes and thought, perhaps, on the day, I will be inspired. Privately I was hoping for a downhill run to the finish line. Over to Canberra I went and six weeks later, including a bonus extra week of training to get through the physical competencies, I passed with a huge sigh of relief. In the end, I never got to go to the Sydney Olympics but a short time later 9/11 occurred and officers with CPP skills were thrust into

a new national security environment. Over the next four years I worked within CPP and then transferred over to Witness Protection in Canberra, maintaining the fitness needed and continuing to scrape through the 2.4km run each time. Witness Protection has been a true highlight of my AFP Policing career. The threat was real for our witnesses and getting them to Court was truly a logistical and security nightmare. Even though some of our clients thought 'The Sopranos' was true to life, I learnt early on to think outside the box and planned accordingly. But there was one moment when I changed my vehicle's number plates in the dark, only realising the next morning that it was not my vehicle's plates I had changed. But that is another story.

In 2005 after 15 years in the organisation, and still a Senior Constable, I made the decision to transfer out of Witness Protection into a Corporate Governance and Policy role which also overlooked Special Events. I needed to diversify and stepped outside of my comfort zone yet again, learning how to become a well rounded leader. This role under the tutelage of Milan Bhattacharjee gave that to me in spades as his kindness and ability to handle multiple deadlines gave me the confidence to seek promotions. Mentors are essential and I adopted Milan as mine along with my first OIC at Woden Station, Superintendent Alan Castle, although neither of them might know how inspirational they have been to me until they read this.

In 2006, I again volunteered, this time to go on the first AFP UN Mission to Sudan. I thankfully arrived in the cooler months, which gave me time to prepare for the long hot days that were to follow with the temperature regularly cracking 50C. Life was certainly different in war torn Sudan. I was based first in Kadugli before transferring back to Khartoum, living by myself in an apartment that could only be described, at best, as bleak. Dust storms came through regularly and I quickly learnt to shut all the windows or else I'd be removing a 2cm mound of dust from every surface in the apartment. Violence was a way of life over there so the work was often dangerous but exciting at the same time as you really never knew what would happen each day. One of the events that stayed with me was that I was called to a murder with the local Sudanese Police. Upon arrival at the scene there



was no body, only what appeared to be a large pile of freshly piled dirt. A lot of questions later, we were provided with a shovel. The murder victim had been freshly buried in a 50-75cm hole with an axe still embedded in his head. The reason, we were told, was to preserve the scene. At 55 degrees Celsius the body would not have lasted. The work was extremely rewarding but tough. The people who deployed to Sudan with the United Nations in the very early phase of UNMIS before the UN could adequately set up remote stations did it extremely tough, there was little to no food in the remote outposts, there were 10-15 people living in a 3 bedroom house and UN transport and food supplies were sporadic at best. I had it easy when I returned to Khartoum but fellow Australian contingent members suffered and all lost weight. We often joked that the only thing you could not catch in Sudan was 'frost bite'. To this day I am still in contact with fellow UNMIS colleagues from all over the world and have been fortunate to be hosted by them when I travelled to Europe and Canada.

From Sudan, I returned to Canberra in late 2006 and resumed my role within Corporate Governance. But a short time later I was contacted to volunteer for a short deployment to the Northern Territory as part of the response to the 'Little Children are Sacred' report. In June 2007 I travelled to Darwin and then ultimately 450km North East to Arlparra located within the Utopia area, famous for its art. Together with the Northern Territory Police we set up a brand-new demountable station and began to patrol the huge area. A key takeaway from this short posting was that despite no mobile phone service in the area, the community would always know where and when police were setting up a mobile testing station or were on route to visit their community.

In 2007 I finally took the plunge and put my hand up for a promotion to Superintendent. I was successful and, for the next 10 years, developed my quirky leadership within different roles in the AFP Communications Centre and International Network including spending 2012 to 2014 in the Kingdom of Tonga as Mission Commander. Immediately after returning

I went to the other side of the country to Christmas Island and then onto Perth as the Coordinator Protection. I returned to Canberra in 2016 to take up the National Coordinator Protection role until before being promoted in 2017 to Commander Pacific. I remember getting that phone call from then Commissioner Andrew Colvin who offered me the promotion. I was so thankful and amazed and I said to him: "You do realise that I am not your normal Commander and you get what you get". He agreed and laughed with me. Since that phone call I have gone onto other Commander roles including State Manager for Victoria and Tasmania and I am almost finished as Commander PNG. If I could offer any advice to those following on from me, it is that being yourself is the most essential component of leadership. You do not need to be an academic, you just have to listen to people, put your people first and defend them and above all listen to your gut. If it feels wrong, it is wrong and come up with a different strategy. Life as a leader is tough but the rewards are endless; volunteer for everything and anything; get out of your comfort zone; and, above all, be yourself!



# CLEAN TEA

**WHAT IS CLEAN TEA?**  
It is tea free from chemicals or artificial flavours. Just organic, teas, natural herbs and fruits in delicious and beneficial flavours.

Organic tea and gift boxes, shipping available AUS wide!  
Proud to be family owned and Australian made.

[www.cleantea.com.au](http://www.cleantea.com.au)  
Find us on Instagram & Facebook  
*Proudly supporting our local Police*



# Give life. Give blood.

Book your donation today







NSW Police Force Commissioner Mick Fuller APM with the Commissioner's Perpetual Award Category Winners (from left to right) Assistant Commissioner Michael Fitzgerald APM, Linda Jurrotte, Senior Constable Belinda Flynn, Sergeant Mary-Frances Fede, Superintendent Gina Bostick, Sergeant Natalie Wicks, Sergeant Danielle Rebbeck and Superintendent Kerrie Lewis APM. All photos by the NSW Police Force corporate photographer.

# Commemorating the Advancement of Women in NSW Police Force



The NSWPF were delighted to host the 14th year of the Commissioner's Perpetual Awards for the Advancement of Women in Policing.

The Commissioner's Perpetual Award for the Advancement of Women in Policing is a significant annual event that celebrates and recognises the achievements of women and men in advancing the standing of women within the NSW Police Force.

In 2020, the NSW Police Force Commissioner endorsed the Inclusion & Diversity Strategy 2020-2023. Also, in this same year, the NSWPF introduced Inclusion & Diversity stretch targets, of which a key priority is to increase the representation

of women in leadership roles. Despite being a measurable diversity outcome, this goal provides so much more. By having equal gender representation in leadership roles, we open the gates for a greater sense of belonging and inclusion in our policing family.

On Tuesday 22 June NSW Police Force distinguished guests, employees, and their families attended the 2021 Commissioner's Perpetual Awards for the Advancement of Women in Policing ceremony held at Bankwest Stadium in Sydney.



NSW Police Force Commissioner Mick Fuller APM with Gold Award Winner, Superintendent Gina Bostick.

The award categories are;

- Role Model
- Mentor
- Dynamic Leader
- Local Hero
- Female Champion of Change
- GOLD Award

This year, saw the addition of three new award categories;

- Male Champion of Change,
- Innovation, and
- Aboriginal Leadership.

Demonstrating the excellence of our Police Force, there was a competitive field of 78 nominations from across the organisation. Of these, there were 25 finalists, leading to 8 category winners and one Gold Award winner – a stand out nomination dedicated to consummate professionalism and advancing the status of women in policing.

Attendees were welcomed by host, Assistant Commissioner Human Resources Command, Gavin Wood.

**“It makes me so proud to stand here today, on what was an event 14 years ago with only a small group of attendees and now to have such large attendance of both men and women from across our organisation makes me so proud.”**

**– NSW Police Force Commissioner Mick Fuller APM**

Mr Wood encouraged all award nominees to “be proud, and enjoy this moment with family, friends and colleagues”. This was followed by the awards ceremony led by NSW Police Force Commissioner Mick Fuller APM.

In his address, Mr Fuller talked to his pride in the high calibre of awards nominees and winners this year. He also talked to the importance of

having a vision for the future. “It makes me so proud to stand here today, on what was an event 14 years ago with only a small group of attendees and now to have such large attendance of both men and women from across our organisation makes me so proud”.

The audience were inspired by the achievements of the highly commended certificate recipients





NSW Police Commissioner Mick Fuller APM with the Official Party and the Commissioner's Perpetual Award Category Winners and Highly Commended

Back row (left to right) Chief Inspector Joseph McNulty, Deputy Commissioner Mal Lanyon APM, Emma Davidson, Inspector Elizabeth Hatfield, Assistant Commissioner Gavin Wood APM, Sergeant Troy Delaney

Middle row (left to right) Senior Constable Lyndsay Kohlet, Inspector Natalie Antaw, Teleria Milson, Detective Inspector Christine McDonald, Sergeant Mary-Frances Fede, Assistant Commissioner Michael Fitzgerald APM, Sergeant Kaylene Wade, Sergeant Susan Huggins, Superintendent Kerrie Lewis APM, Deputy Commissioner Karen Webb APM, Deputy Commissioner Mick Willing APM, Reverend Suzanne Gorham.

Front row (left to right) Senior Constable Belinda Flynn, Linda Jurrotte, Sally Weidle, Chief Inspector Kelly Kortlepel, Commissioner Mick Fuller APM, Superintendent Gina Bostick, Sergeant Natalie Wicks, Sergeant Danielle Rebbeck, Sally Pick, Christie Wallace-Kunkel, Sue Borhan.

and award winners. The winner of the Aboriginal Leadership category, Linda Jurrotte, Aboriginal Community Liaison Officer was very humbled to be recognised for her outstanding efforts, "I am so surprised, I don't deserve this, I'm just doing my job".

Mr Fuller took the stage to announce the Gold Winner for 2021 – Superintendent Gina Bostick, Commander High Tech Crime Branch, Forensic Evidence & Technical Services Command, Investigations & Counter Terrorism.

Superintendent Bostick not only took out the top prize but was also the winner of the "Dynamic Leader" Award. Superintendent Bostick commented that in the 29 years since she left the Police Academy, she had never felt prouder than when Commissioner Fuller

**"I have loved every day in this job and appreciate the acknowledgement for what I consider to be just doing my best."**

**– Superintendent Gina Bostick**

announced that she was the Gold Award recipient.

"I have loved every day in this job and appreciate the acknowledgement for what I consider to be just doing my best," Superintendent Bostick said. "Over the past 12 months I have been provided so many opportunities and I feel a sense of responsibility to make the most of them to show other women that we can do it. Juggling young children and family commitments does make it challenging,

but it is possible. Even though I have never had a female Commander myself, I am a firm believer in the saying, 'If you can see it, you can be it'. I hope I can inspire others to put themselves forward for jobs outside their comfort zone."

Planning will soon commence for the 15-year celebrations of the awards to be held in 2022.

Congratulations to our outstanding finalists and winners and thank you to all the supporters of this event.





## Names and ranks of Highly Commended Recipients and Award Winners for the 2021 Commissioner's Perpetual Awards for the Advancement of Women in Policing ceremony:

Highly Commended Recipients	Award Category	Location
Teleria Milson	Aboriginal Leadership	Aboriginal Community Liaison Officer, Orana Mid-Western Police District
Senior Constable Lyndsay Kohlet	Aboriginal Leadership	Aboriginal Youth Team, Orana Mid-Western Police District
Sally Weidle	Aboriginal Leadership	Aboriginal Employment & Engagement Officer, Aboriginal Employment & Engagement Team
Detective Inspector Christine McDonald	Dynamic Leader	Human Resources Manager, Police Prosecution Licensing & Enforcement Command
Chief Inspector Kelly Kortlepel	Dynamic Leader	Manager, Governance Command, Capability, Performance & Youth Command
Emma Davidson	Dynamic Leader	Business Manager, Police Transport & Public Safety Command
Sergeant Natalie Parle	Dynamic Leader	Intelligence Supervisor, Brisbane Water Police District
Christie Wallace-Kunkel	Innovation	Manager, Strategic Intelligence and Policy
Detective Sergeant Samantha Harrison	Innovation	Education Co-ordinator, Child Abuse and Sex Crime Squad
Chief Inspector Joseph McNulty	Male Champion of Change	Commander, Marine Area Command
Sally Pick	Mentor	Police Area Manager, Campsie Police Area Command
Inspector Elizabeth Hatfield	Mentor	Human Resources Manager, South West Metropolitan Region
Sergeant Troy Delaney	Mentor	Blacktown Sector, Traffic & Highway Patrol Command
Inspector Natalie Antaw	Role Model	District Inspector, Officer in Charge, Orana Mid-Western Police District
Senior Constable Renae Berthold	Role Model	Highway Patrol Officer, Port Stephens / Hunter Traffic & Highway
Sergeant Kaylene Wade	Role Model	Education & Development Officer, The Hills Police Area Command
Sergeant Susan Huggins	Role Model	General Duties, Lake Illawarra Police District

Award Winners	Award Categories	Location
Linda Jurrotte	Aboriginal Leadership	Aboriginal Community Liaison Officer, Mt Druitt Police Area Command
Superintendent Gina Bostick	Dynamic Leader	Commander High Tech Crime Branch, Forensic Evidence & Technical Services Command
Sergeant Natalie Wicks	Innovation	Forensic Supervisor, Crime Scene Services Branch
Assistant Commissioner Michael Fitzgerald, APM	Male Champion of Change	Commander, Forensic Evidence and Technical Services Command
Sergeant Danielle Rebbeck	Mentor	Proactive Crime Team Leader, Lake Illawarra Police District
Sergeant Mary-Frances Fede	Role Model	Team Leader, Murrumbidgee Police District, Southern Region
Senior Constable Belinda Flynn	Local Hero	Youth Officer, Hawkesbury Police Area Command
Superintendent Kerrie Lewis, APM	Female Champion of Change	Commander, Campsie Police Area Command

Gold Award Winner	Location
Superintendent Gina Bostick	Commander High Tech Crime Branch, Forensic Evidence & Technical Services Command



Detective Senior Constable Jessica Mastroianni with her book *My Mum the Police Woman*

# My Mum the Police Woman

**Detective Senior Constable Jessica (nee Mastroianni) Grout**



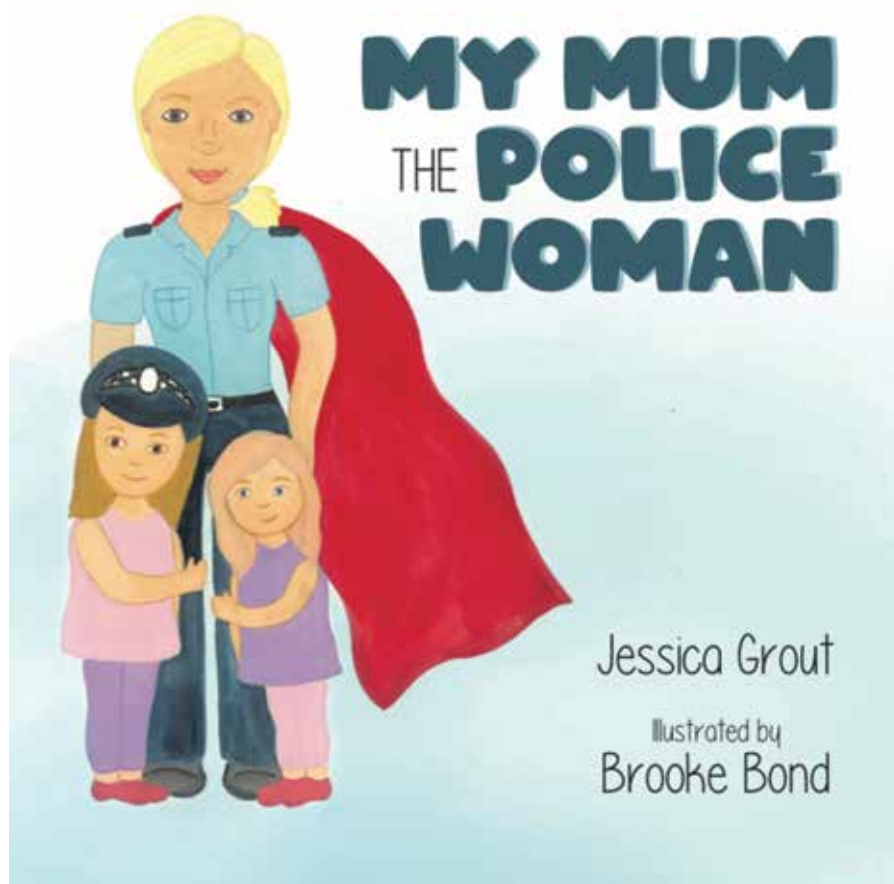
I joined Victoria Police in November 2005. My motivation was simply to have a highly regarded career that involved doing something meaningful; to help others and give back to my community. I was one of five women in my Squad of 26. I didn't think much of this at the time. I guess I had a pre-conceived idea that this was the norm in terms of women in policing.

In 2002, there was a total of 10,658 Victoria Police officers. Women made

up only 1,857 of this number with only 37 at the rank of senior sergeant or above. As of April 2021, there was a total of 16,846 police officers. Women held less than 5,000 of these positions with fewer than 300 at or above the rank of senior sergeant. The number of women in policing is increasing though Victoria Police has a way to go to achieve equal gender representation including gender equality in managerial positions.

I was a single 24-year-old when I joined Victoria Police. I am now married with two young daughters. As much as I keep telling my daughters that men and women can be police officers, firefighters, paramedics or work elsewhere in emergency services, they still assume that police are 'policeMEN' and firefighters are 'fireMEN'.

I try and choose books for my daughters where the main characters are female; stories that focus on the



Book: *My Mum the Police Woman*

What do you want to be when you grow up? Join this young girl as she talks to her mum about what it's like being a real-life Police Woman, and learns about all the fun jobs police can do. By the end of the story she is so inspired by her mum that the dreams of becoming a Police Woman herself one day.

This story is aimed at educating young children that no matter whether they are male or female, or whatever cultural background they come from, there are no limits to the dreams of what they want to become when they grow up.

With gorgeous illustrations by Brooke Bond, *My Mum the Police Woman* is available online from Booktopia, Amazon, Angus & Robertson and Dymocks.

important roles of women in our world today. I find that these books are far and few between – they can be hard to find. So, I decided to write a book myself.

My self-published children's book, 'My Mum the Police Woman', was designed to help bridge the workplace gender inequality gap and to inspire girls and young women to pursue any career path they wish – including patriarchal organisations that are historically male dominant.

My book is also designed to educate children about the various roles that police officers do, and inspire all kids, no matter what age, gender or cultural background, that they too can have a fulfilling career within a police force – or any other workforce they choose.

Throughout editing, I found it tricky to explain what and why police do what they do. I used short, succinct sentences that were easy for kids to read and understand. I wanted a book that kids could relate to and which they enjoyed reading.

One of the challenges in writing a children's book about police is the serious and sometimes confronting reality of policing. My daughters often ask what I do at work. I work at the Sexual Crimes Squad, so it's not appropriate to tell my four and five-year-old girls about the crimes I investigate.

I need to be careful about what I tell them and I need to modify language that is age appropriate and relatable. Sometimes simply telling them that someone got hurt and police are helping them feel better is all I can say.

Throughout editing, I read all drafts to my daughters. They were interested and also quite surprised at some of the things that police do – such as the Mounted Branch and Search and Rescue. They also loved the fact that I based the children in the book on them.

I think perhaps the most important page of my book is where the reader can add the emergency phone number for their country or jurisdiction. The ability for a child being able to dial 000/999/911 in an emergency could save lives!

Since the book was published late

last year, I have sold approximately 200 copies and have received amazing feedback from the policing community; particularly women within Victoria Police who have purchased my book for their children and grandchildren. A lot of the feedback was about children gaining more of an understanding of what police do. Personally, it's been lovely to hear that my book has helped children of police gain an understanding of what their mums, dads, grandparents and other loved ones are doing when they head off to work.

The imagery on the front cover was based on the concept that police are your everyday super-heroes. It sets the tone to remind children that the uniform represents every-day people. Unlike superheroes in Marvel movies who have special powers, police have their own special powers. They have skills to fix problems, lend a helping hand, calm a situation, or help you find something you lost. It is a reminder that police are not just here to 'lock away the bad people' but can help with anything. That's what makes them special.





# Push for pay equity

The New Zealand Police Association has recently submitted a pay equity claim on behalf of about 1700 non-constabulary employees who mainly do clerical and administrative work for New Zealand Police.

**T**he claim, submitted in February, comes under the Equal Pay Act 1972, which says women and men should be paid the same for doing work of equal value.

Historically, due to social and cultural factors, work done mainly by women has been undervalued, and today it continues to affect the remuneration they receive.

In 2020, the act incorporated the Equal Pay Amendment Bill, which allows individuals and unions to raise pay equity claims.

There is a difference between equal pay and pay equity.

Equal pay means two people doing the same job should be paid the same regardless of gender, eg, male and female nurses should be paid the same.

Pay equity means women and men should be paid equal pay for work

of equal value, even if they are not doing the same job; eg, the value of administrative and clerical work when compared with a male-dominated role of similar value.

**“There is a difference between equal pay and pay equity.”**

As part of the process laid out in the act, the association has been required to collaborate with the PSA (Public Service Association), which has already submitted a pay equity claim to Police, to progress the application. Any staff who are affected should already have been notified by Police.

The claim process can take a long time, sometimes years, because there are several steps needed to identify if an inequity exists. These include interviewing administrative and clerical workers and analysing information to understand if the work has been undervalued and, if so, to what extent and what needs to be done to correct that.

Bargaining would look at how settlements could be reached to correct undervaluation and how pay equity can be maintained in the future.

There are several other claims in progress, including for mental health nurses and district health board administrative and clerical workers. Previous successful claims have been made for social workers and teacher aides.



# Victoria Police recognised at National Inclusion Awards



Victoria Police is proud to have been recognised as a silver employer at the 2021 Australian LGBTQ Inclusion Awards. The awards are based on results from the Australian Workplace Equality Index (AWEI), a rigorous and evidence-based benchmarking tool that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.

**P**articipating in the AWEI allows employers to benchmark their practice against other organisations and obtain annual data on the impact LGBTQ initiatives are having on their employees.

This year marks the fourth time Victoria Police has participated in the awards, and an exciting step up from last year's bronze award.

Deputy Commissioner Neil Paterson said the recognition was a proud achievement for Victoria Police and is testament to the organisation's efforts in embracing workforce diversity and inclusion.

"Receiving a silver award for the first time highlights our organisational commitment to being at the forefront of LGBTQ inclusion initiatives," he said.

"This achievement is for all of our staff to celebrate, but I'd like to acknowledge the ongoing work of the Diversity and Inclusion team and Victoria Police Pride Network in particular for their remarkable efforts in representing LGBTQ employees and spearheading employee-led initiatives."

This year 186 organisations participated in the AWEI, with the silver award putting Victoria Police in the top 20 per cent of participating organisations. It was also the only Australian law enforcement agency to be recognised and one of two Victorian Government agencies, along with the Department of Education and Training, to be awarded silver.

Commander Lisa Hardeman, Chair of the Victoria Police LGBTQ Employee Network, said the work undertaken by the organisation during a particularly difficult 2020 was testament to Victoria Police's ongoing commitment to ensuring the organisation is a safe, inclusive and respectful place to work.

"Some amazing initiatives came out of lots of hard work over 2020. To name a few, the development of a Trans and Gender Diverse Policy and guidelines



Gender Equality and Inclusion Command's Shruti Chandhok, Joel Pearlman and Michelle Ditton join Deputy Commissioner Neil Paterson to celebrate the Silver AWEI award. Image taken by Alison Cheney

## SILVER EMPLOYER AWEI 2021

**pride in  
diversity**

The Australian Workplace Equality Index is Australia's definitive national benchmark on LGBTQ workplace inclusion produced annually by Pride in Diversity

**AWEI**  
AUSTRALIAN WORKPLACE EQUALITY INDEX

including support for gender affirmation leave, the inclusion of gender-neutral facilities at all new Victoria Police buildings and the ongoing awareness and ally training available across the organisation."

Victoria Police significantly improved its score from 2019, particularly in areas related to strategy and accountability, employee network, visibility of inclusion and training, awareness and professional development.

"It was great to see Victoria Police score top marks in areas considered advanced, such as initiatives that promote the

visibility of LGBTQ women and the way in which intersectionality is addressed in our actions," Commander Hardeman said.

Beyond the award, the AWEI benchmarking process has also provided Victoria Police with valuable insights on where improvements can be made and will help inform the development of the next LGBTQ strategy and action plan.

"We are very proud of our progress to date, but there is still work to be done. I look forward to continuing to improve our LGBTQ inclusion initiatives," Commander Hardeman said.





Birt's Graduation, May 2021. Constable Birtukan Weaven-Cahill with Chief Commissioner Shane Patton (third from right) and Assistant Commissioner Luke Cornelius (second from right), alongside representatives from program delivery partners Stephen Mutton (Jesuit Social Services), Fiona Bocksette (Victoria Police), Kate Wadsworth (Jesuit Social Services), Phil Brooker (Africause) and Kate Savage (Victoria University).

# A force for change

Victoria Police committed to recruiting over 3,000 new police officers and 100 new Protective Services Officers by 2021 as part of the Community Safety Statement. We are committed to growing a workforce that is representative of the communities we serve — we value the diversity of age, gender, culture, religion and sexual orientation of our employees.



**D**riving this commitment is the Applicant Attraction Team who provide services to support local areas to drive recruitment and community awareness.

The team oversee the Victoria Police Diversity Recruitment Program which focuses on attracting and recruiting more people from African-Australian backgrounds.

Rachel Mithen, Manager, Applicant Attraction Team said the program was launched in 2018 by retired police Inspector Stephen Mutton, who continues his support through his work at the Jesuit Social Services.

"The initial focus of the program has been to increase the representation of African-Australians in Victoria Police," she said.

"So far this program has focused on the challenges encountered by African – Australians who apply to Victoria Police and works to assist and provide support as applicants navigate the standard Victoria Police recruitment process."

Partnering with Africause, Jesuit Social Services, Victoria University Polytechnic, AMES Australia, MatchWorks, and Maurice Blackburn Lawyers, the program provides the knowledge and skills required to successfully participate in

each recruitment component, including the entrance exam.

"We have had over 100 people participate in the program including 31 female participants, with 38 out of 42 sitting participants passing the entrance exam."

With the support of the Department of Jobs, Precincts and Regions and the Victorian Department of Education and Training, Victoria Police can deliver the program at no cost to participants.

In conjunction with Victoria University and Jesuit Social Services, the 15-week accredited Course in Policing Recruitment Pathways is





designed to provide participants with knowledge across a range of different topics, including swimming, first aid, fitness, communication skills and working with people from diverse backgrounds.

Kate Wadsworth of Jesuit Social Services said there are specific barriers that disadvantage culturally and linguistically diverse applicants for entry into employment, particularly structured recruitment processes which are utilised by many emergency services employers.

"The barriers include professional English language and numeracy skills, affordability, different cultural understandings, lack of local network and mentors and fitness and swimming capability."

"The program provides guidance on recruitment pathway options, develops leadership skills, and self-belief and provides training on professional workplace culture and expectations of Victoria Police," she said.

"We build the skills and capabilities for success through the recruitment process. Participants are proud in the knowledge they have worked hard to pass the standard recruitment process, whilst also maintaining the integrity of the essential elements of recruitment to ensure a quality pipeline of diverse candidates to Victoria Police."

While providing many challenges, the COVID-19 pandemic also provided the opportunity for the program to develop new ways of learning and connecting with participants. The program has adapted successfully to being delivered remotely via Zoom, with virtual classes, fitness sessions, study groups and guest speakers dialling in. This allows great flexibility in learning for participants going forward and the potential for applicants from regional Victoria to be considered.

An important aspect of the program as part of an introduction to networking and the culture of Victoria Police is the mentoring offered to participants. Participants are assigned a mentor from Victoria Police, who is in a sworn police officer or protective services officer role. Sixty-three mentors from Victoria Police have been assigned to participants across rounds 1-5. Participants are linked based on the community in which they live and many attend tours of their local police station, attend Victoria Police Academy tours with their mentor and regularly meet to discuss the day to day activities in a police officer or protective services officer role.

**"We build the skills and capabilities for success through the recruitment process. Participants are proud in the knowledge they have worked hard to pass the standard recruitment process, whilst also maintaining the integrity of the essential elements of recruitment to ensure a quality pipeline of diverse candidates to Victoria Police."**

Only a small percentage of Victorian police officers are of African descent.

In 2018 there were 147 African born police officers, with that figure having increased to 179 in 2021.

The Victoria Police Diversity Recruitment Program – the only one of its kind in Australia – is proactively addressing this imbalance.

Twelve participants have been offered a place in the Victoria Police Academy, with 6 participants graduating in police officer, protective services officer and police custody officer roles. Twenty participants are currently actively participating at various stages of the recruitment process and 14 participants have started in Round 6, due to finish in November 2021.

Constable Birtukan (Birty) Weaven-Cahill participated in the program and was the first female Ethiopian police officer to graduate from the Victoria Police Academy in May, 2021.

Birty was born in Ethiopia and moved to Australia in the early 2000s.

Speaking about the program Birty reflected that she, like other people,

did not think that policing was a career option for her.

"I am definitely super proud of the obstacles I have gone through," she said.

"People don't think they can do it ... so I think if we have more representation and Victoria Police communicating with people of African backgrounds, they'll see how welcomed they are".

Stationed in Melbourne's West Constable Weaven-Cahill is keen to engage with people of African backgrounds. In 5 years' time she hopes to become a detective with the sexual offences and child abuse investigation team.

Reflecting on the success of the program retired police Inspector Stephen Mutton said he had witnessed this program change the lives of many students with the enhancement of their academic ability, an increase in their leadership and communications skills but overall their confidence in achieving their goals.

"It is a privilege to be involved in such a program and hopefully many more of our students will graduate from the Victoria Police Academy in the future."



Watch 9News Melbourne 30 May story on the Victoria Police Diversity Recruitment Program and Birty's story.

<https://www.facebook.com/watch/?v=1207052556422616>



All photos courtesy of Tasmania Police.

# Senior Sergeant Sally Cottrell APM



In July 2021 Senior Sergeant Sally Cottrell APM celebrated 40 years as a serving member with Tasmania Police, the longest of any female officer in the state.

**O**n Australia Day in 2021 Senior Sergeant Cottrell was awarded the Australian Police Medal and notably makes comment "I have always been treated with respect and given opportunities that many outside this organisation would never have had". Senior Sergeant Cottrell's operational credibility is high and it's not been long since she worked 24/7 rotations with her shift and troops at Bellerive Uniform as a respected leader.

Sally shares her thoughts on some of the changes she's seen throughout her 40-year career.

I entered the Academy in July 1981 and was one of 30 recruits in the class. Seven were female and the remainder were male. At that time females had to have attained the age of 18 and could only be accepted into adult training. Males on the other hand could enter at 16 and complete a two year course as a cadet. Tasmania Police is progressing towards gender equality and I note that in the last recruit intake 10 members were female and 10 were male.

Later that year I graduated from the Police Academy and was posted to Hobart.

As a female we wore skirts and high heeled shoes. The only accoutrements we carried were a pistol with a two inch barrel which had dubious accuracy, handcuffs and a small rubber baton. If you had to use the baton it would bend or even break.

We were also issued with a black handbag in which we carried our batons and notebooks. These could be quite handy in a brawl as they were heavy. There was no OC spray which meant that when trying to arrest offenders who were resisting we would wrestle with them for a lengthy period of





time which often meant police officers or the offender were injured.

The skirts and pantyhose were impractical and often a hindrance especially when trying to climb a fence or attending a disturbance. I would raise my skirt to get over the obstacle and the life expectancy of a pair of pantyhose was short. We were eventually issued very unflattering culottes and finally trousers.

In Hobart the males were rostered on nightshift to patrol Government and Parliament Houses which females weren't permitted to do. I was however, rostered to work at the Botanical Gardens on Sunday dayshifts where I would spend the 8 hours walking around the gardens.

In 1987 whilst stationed at New Norfolk I applied for a position at Traffic Control. Before applying for the position I ensured I had completed the necessary courses. I note that my Superintendent at the time put a note on my application stating, "She has shown an interest in traffic duties and this may be an opportunity to integrate policewomen into the traffic office".

Well it would appear that the superintendent in charge of traffic wasn't so sure. He requested that I go to his office for an interview. At the time I was married and he asked me if I ever intended having children. At that time I had no intention of ever having children and I told him so. I was transferred to

traffic and became the first female traffic officer in the State.

As we know people do change their minds and in 1988 I became pregnant with the first of my three children. At 6 months I could not hide the fact that I was pregnant anymore and I had to tell the superintendent. He said, "Well, what are we going to do with you now?" to which I responded, "Nothing, I will keep performing the same duties."

My duties as that time involved driving the booze bus, pulling up vehicles at an RBT site and conducting breath analyses. I went out and bought navy blue maternity smocks and wore these over my blue uniform shirts and tie and performed these duties until I went on maternity leave 1 week before my child was born. I took six months maternity leave and at the end of that time I either had to return to work full time or resign and I chose to return to work. I made it work and I just had to be well organised. At this time there were quite a few females who chose to resign and this meant that a lot of experience was lost. Nowadays, both male and females can apply to work part time as long as the service to the public is provided.

Technology has certainly changed since 1981. We had manual typewriters and part of our training comprised typing lessons with Mrs Gates who I can say I felt extremely sorry for, as typing was not the forte of some of us.

I subsequently moved to prosecution where I performed duties as a prosecutor. We were issued copies of the Acts and Regulations which we continually had to amend. This involved cutting out little bits of paper with the amendments on and then gluing them into the relevant Act or Regulation. At the conclusion of some hearings the prosecutor was required to hand up the relevant regulation to the Magistrate. This thankfully we no longer have to do. All members are now issued with personal tablets which contain online legislation and all the information serving police officers require.

While I have highlighted some aspects of working in a male dominated area I have always been treated with respect and given opportunities that many outside this organisation would have never had.

I have been fortunate enough to attain promotion and transfer to other areas in the State. While there have been sad and frustrating moments I have thoroughly enjoyed every one of them and I look forward to the future.

Senior Sergeant Cottrell APM has stated her intention to retire at the end of 2021 where we are sure her family will be very grateful to see more of her. We wish her all the very best for the remainder of her career and a healthy and happy retirement.



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

ABN: 35 250 062 539

**MEMBERSHIP  
APPLICATION/RENEWAL**

I, \_\_\_\_\_

of (Postal Address) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_

(please mark applicable)

☐ 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](mailto:membership@acwap.com.au)

Australasian Council Of Women And Policing Inc (ACWAP)

Payment by Direct Debit/Electronic Fund Transfer (EFT) to Commonwealth Bank:

Name: ACWAP BSB: 06 4003 Account No. 10049179

## PRIVACY STATEMENT:

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



# International Women & Law Enforcement Conference

## Auckland New Zealand

17-21 Sept 2023



**Save the Date!**

**17-21 September 2023**

**H**istory will be made in 2023 when a combined International Association of Women Police (IAWP) and ACWAP conference is held on New Zealand soil for the first time. The conference will be hosted by New Zealand Police and will offer attendees 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.





A woman with blonde hair, wearing a black tactical vest over a dark shirt. The vest has a yellow name tag that reads "AUSTRALIAN FEDERAL POLICE" and a police badge hanging from a chain. She is looking directly at the camera with a serious expression.

# ARE THEY TRIPLE OK?

**We're always there to help.**

**Let's make sure we help each other and ask R U OK?**

[ruok.org.au/triple-ok](https://ruok.org.au/triple-ok)

**RUOK?**<sup>TM</sup>

A conversation could change a life.