

# TPAV JOURNAL

VOLUME 96 | ISSUE 5  
OCTOBER 2023

## Lean on me

How members' generosity  
helped a little girl in need



THE POLICE  
ASSOCIATION  
VICTORIA

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VICTORIA**

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# THE POLICE ASSOCIATION VICTORIA



## IN THIS ISSUE

**Casey closed**

In this edition of the *Journal*, we take a look inside  
the memorable career of departing Assistant  
Commissioner, Kevin Casey, who has overseen  
the graduation of half the force during his time  
leading the academy. Kevin takes us through the  
sliding door moments in his career that gave him  
a front row seat to some of the biggest police  
investigations in Victoria's history and fills us in on  
the best policing advice he gives and was given  
during his career.

**Member generosity unites new best  
friends**

When six-year-old Elsie met one-year-old Golden  
Retriever Alley, both of their lives changed for  
the better. Their union was the result of your  
union, or some of its generous members, to  
be more precise. Elsie has Autism and other  
associated challenges that can make everyday  
tasks challenging for her. Enter Alley, who was  
purchased from an organisation known as Smart  
Pups with money donated by TPAV members, to  
help calm Elsie and guide her gently through life.  
See their story inside.

**We'll miss you, Jo**

Members may be aware that we lost one of our  
own, Wellbeing Officer Senior Constable Joanne  
'Jo' Rae in recent months, leaving a hole in our  
organisation and in the hearts of many members  
she touched with her kindness, compassion and  
care. Inside these pages, we honour Jo through  
your tributes, as those she helped through their  
toughest days talk of the impact she had on  
them and the legacy she leaves behind.

**Grand opening**

In recent weeks, TPAV hosted its first Delegates  
Conference in the new Jolimont Street building,  
bringing the state's Delegates and Assistant  
Delegates together to discuss a range of  
important issues that will shape the working lives  
of members into the future.

The conference was held in conjunction with the  
official opening of the building, conducted by  
Victorian Governor, Her Excellency Professor the  
Honourable Margaret Gardner AC. See all the  
pictures inside.

*Above: Participants at the September TPAV conference  
gather outside TPAV's brand-new Members' Centre at  
70 Jolimont Street, East Melbourne.*



**Cover Image:** Six-year old Elsie Noy with her  
Golden Retriever assistance dog, Alley. Their  
heart-warming union was made possible by  
the generosity of many TPAV members.



**PRESIDENT'S MESSAGE** by Karl David

# Honouring an integral **VOICE FOR OUR MEMBERS**



At the opening of our new headquarters last month, I spoke to guests about our vision for the building, for our Association and most importantly, for our members.

We are always aspiring to find ways to better represent you, your work and your interests. Throughout The Police Association's 106-year history, a number of prominent people have contributed to that endeavour in ways that deserve elevated recognition, befitting of the legacy they've left.

A recent way we've found of honouring these figures and the contributions they've made, is through the dedication of rooms within our new members services centre, bearing their name.

When the Police Association speaks, we want to be heard – by all of our stakeholders, but most of all our two biggest stakeholders – our members and the community they serve.

Our new building has a state-of-the-art media centre to support that important function of our representation of our members.

### Honouring Shirley

During her career as a respected journalist covering police and crime stories, Shirley Hardy-Rix gained a unique insight into the challenges facing Victorian police officers.

Shirley channelled her appreciation for the work of TPAV members into editing our flagship publication, the *TPAV Journal* for more than a decade and assisted TPAV in running a string of successful campaigns.

This *Journal* – first published in 1918, is the single most reliable and consistent

record of policing issues in this state. Every edition is curated and kept for posterity in the State Library of Victoria.

Shirley's role as editor of this publication for over a decade helped secure the history of policing, seen through the eyes of working police officers, for generations to come.

We learn from history and look back regularly to see how far we have come, to find motivation for future endeavours and to ensure our profession does not repeat mistakes of the past.

Shirley, an accomplished journalist, helped modernise The Police Association's voice and humanise its members' work by portraying their personalities in a way that connected with our community.

Shirley is a life member of The Police Association of Victoria. Given our new building has the Association's first dedicated media facility, it is an appropriate place to acknowledge Shirley's contribution.

I was proud to announce at last month's opening that the Police Association's media centre will be known as the Shirley Hardy-Rix media room in honour of her valued contribution to giving our members a strong and credible voice over a sustained period of our history.

To Shirley, I offer my heartfelt congratulations, but most importantly, my thanks.



“

Shirley, an accomplished journalist, helped modernise The Police Association's voice and humanise its members' work by portraying their personalities in a way that connected with our community.

↑ Honouring Shirley Hardy-Rix.



→ Shirley Hardy-Rix with husband Brian Rix (left), together with Shirley's brother Alan Hardy and his wife, Galia Hardy.



“

Our Delegates continue to tell us just how tired you are, working at the pace you do with the numbers you presently have.

## SECRETARY'S REPORT by Wayne Gatt

# The decisions and decision-makers THAT WILL SHAPE YOUR FUTURE

Many important decisions that will impact your immediate future and that of policing in Victoria will be made in the coming months. There has been both significant change and significant activity recently with regard to the people charged with making those decisions.

We have a new Premier. We have recently seen and heard from our Delegates, your elected representatives, on the most critical aspects of your next EBA. And, we've farewelled our largest ever contingent of retirees after they've made the most impactful decision of their career. Each of these events are intertwined and will impact your work. Let me explain.

### New Premier

The day before National Police Remembrance Day, a new Premier, Jacinta Allan, was appointed in Victoria. I don't need to tell you the impact a Premier's leadership can have on a Government.

Within 24 hours of her appointment, Premier Allan attended the most sacred day and event on the policing calendar, standing beside us at the St Kilda Road memorial on National Police Remembrance Day to honour our 175 colleagues who gave everything to our job and our community.

The Premier could have been excused from personally attending the event, given she was only 24 hours into the role, but she chose to come.

Despite the many and varied challenges facing the Government when it comes to policing, it was a reassuring first sign from the Premier to prioritise recognition of our members' sacrifice over other pressing matters.

It was a day where the policing family came together to remember, but also to celebrate the reasons why people choose to serve. That was this year's theme and it's an important one because it talks to why, despite the job's obvious challenges and difficulties, good people still choose a career in policing over other less arduous but less rewarding careers.

I wrote the Premier to thank her personally for being there for us, for you, and for the mates we've lost. I thanked her for extending good will so early on in her appointment and expressed

hope that under her leadership as a key decision-maker in Victoria, that she would continue to listen to our organisation as we provide a voice for you on a raft of important issues confronting our profession.

### Our Delegates

We held our Delegates Conference last month, the content of which you will read more about in the pages of this *Journal*. But, despite the raft of important topics discussed by your elected representatives throughout the day, there was one key issue that dominated discussion – your enterprise bargaining negotiation. What won't surprise any of you is that our Delegates expressed one particular concern ad nauseum – the collective exhaustion and exasperation at the current state of resourcing within Victoria Police.

Our Delegates continue to tell us just how tired you are, working at the pace you do with the numbers you presently have. But, more importantly, they expressed how utterly frustrating it is that Victoria Police seemingly cannot, despite what appears to be a decade-long focus on finding more efficient ways to operate, streamline frontline operations to match the modern policing environment you work in and the modern challenges and complexities that that work entails.





↑ Deputy Commissioner (Regional Operations) Neil Paterson.

In a representation directly to the Deputy Commissioner of Operations, who we gratefully welcomed at our conference, a Delegate calmly and meticulously outlined the paperwork and forms required to be completed at a single incident that he had recently attended. Within a few minutes, he had presented an embarrassingly long list of documents and processes that had to be completed for this single offender incident. He didn't conclude his statement with a question to the Commissioner, he simply used the experience to outline the reality our members face on the ground, as a requisite for change. His was a plea for help.

He, and I'm sure most of you, have not lost hope that more can be done to help our members. The answer to these sorts of processes is simplification of work, but the pace at which this is realised and frankly rarely acted upon in a sustainable way, is nothing short of demoralising for our members.

During the conference, Delegates sought from the Association a fulsome update about enterprise bargaining. Disappointingly, with only 10 weeks to go until the expiration of our current agreement, it was simply not possible.

Negotiations to that point had been laboured and somewhat unproductive.



“

A Delegate calmly and meticulously outlined the paperwork and forms required to be completed at a single incident that he had recently attended.

Updates like that are hard to deliver to your members, particularly those who are experienced, like our Delegates. They know that the best negotiation outcome is one where the parties agree willingly and agree quickly on what is needed and what is in their mutual best interest.

Subsequently, your Delegates started work towards preparing the organisation for industrial action if required. I want to emphasise the 'if required' aspect as much to you as I did to them on that day. It serves no one's interest to have a prolonged dispute just for the sake of it. In fact, it's counterproductive and not in the best interest of our members. Reasonable people know that and reasonable members understand that.

But, your Delegates told us on your behalf what remains most important in the Log of Claims we presented to Victoria Police. The cornerstones are roster reform, 9-hour shifts, fair and reasonable pay rises and recognition of work on public holidays. These are the reforms and rewards needed to reinvigorate and reenergise a workforce that is exhausted and continues to work at an intensity and in an environment that few other jobs experience.

So, we will head back to the negotiating table with those instructions. But, with our agreement ending in November, it is more than likely that our Delegates will be required to come together again prior to their next scheduled conference in March.

I hope that when they do, it is not to discuss a plan to fight, but rather a plan to settle.

As it stands now, that is out of their hands and firmly at the feet of Victoria Police. It can choose to listen to our members and deliver, or it can continue look for excuses as to why it can't. Ultimately, that decision will determine what lies ahead for all of us in the coming months.

### Retiring members

At the beginning of this month, 168 of our members made an important decision, one of the biggest of their career – to leave Victoria Police and the job they've given so much of themselves to.

This year's TPAV retiring members' dinner was the largest we have ever held, due to the sheer number of people that have recently left policing. While their reasons are individual and will vary, a number this high in the current policing environment can't be ignored. The loss of experience can't be replaced in the near future.

I wish them all well for their exciting futures, and I thank them for their incredible contribution to our organisation and policing in the past.

Of all the collective decisions you've made in your respective policing careers, I'm glad this one is made for you and your families. You've certainly earned that right and so have they.



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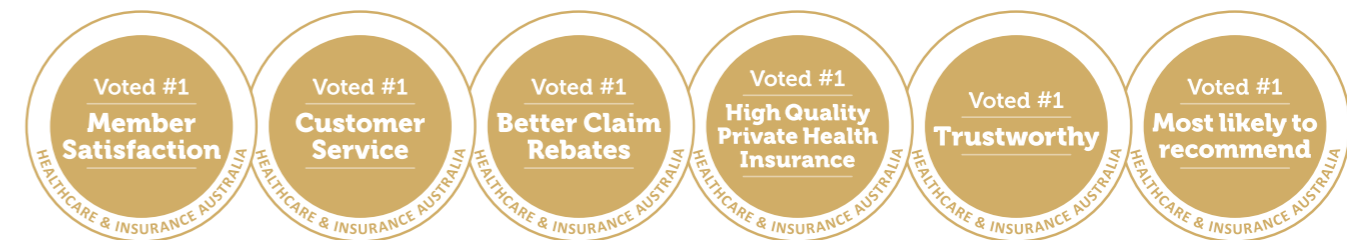
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# KAYT'S COMEBACK

## from cancer

**Kayt Howe's recovery from Stage 4 Non-Hodgkin's Follicular Lymphoma has been turbocharged, giving her more energy and helping her get back to her regular weight.**

The Police Health member who's a current serving Police Officer, started Valion Health's Cancer Support Program in April 2023, which helped her lose 10 kilograms and reduce her mental and physical fatigue.

She achieved that after Valion Health created a tailored program that included support from an Exercise Physiologist, a Dietician, a Psychologist, and some online yoga classes.

### From the comfort of home

But what makes it extra impressive is that Kayt did all of this despite living in country Australia, which is reported to have limited access to healthcare.

"This program was exactly what I needed," Kayt said.

"I now have an exercise program that was tailored to my capacity, and the dietician gave me some excellent advice with a sensible eating plan instead of trying to crash diet."

The program is available to eligible Police Health members who have Gold Hospital cover or Gold Combined cover at no extra cost.\*

### What is Non-Hodgkin's Follicular Lymphoma?

The Cancer Council says that non-Hodgkin lymphoma is a type of lymphoma, a cancer that begins in the lymphatic system.

The lymphatic system is an important part of the immune system and includes the various lymph glands around the body. Non-Hodgkin lymphoma most commonly occurs in a lymph node but it can grow to form masses in organs or bones.



There are more than 60 sub-types of non-Hodgkin lymphoma and they vary in how fast they grow and spread.

### Life changing care

Kayt said she remains thankful to the staff who coordinated her program through phone calls and video calls.

"None of those services was otherwise easily accessible as I live in a small town..." Kayt said.

"While I still fight with fatigue on a daily basis, the exercise program has significantly improved things and I expect to reap the rewards well into the future.

"I really enjoyed the program and would recommend it to anyone else who may be struggling with the effects of chemo and cancer."

Valion Health's Danielle Parent is a registered nurse with extensive international experience, with oncology and haematology expertise. She said it was important to note the complexity of lymphoma and how Valion Health's program helps participants like Kayt.

In 2022  
**7,397**

new cases of lymphoma were diagnosed in Australia (4,267 males and 3,130 females)

"As lymphoma can invade bone marrow and form masses in organs, treatments to cure lymphoma are often harsh," Danielle said.

"Fatigue is a long-term side effect we see not only in members with lymphomas but across all cancers. It is one of the most common presenting complaints we encounter and can include both physical and cognitive impacts.

"Fatigue doesn't stop because treatment is finished and it often requires specialist input to progress members towards recovery. Luckily, we have multiple disciplines in our program like exercise physiology, dietitians, psychologists and nurses who can tackle these and other persistent side effects from all angles."

### A common diagnosis

Cancer Australia found that in 2018, Non-Hodgkin lymphoma was the sixth most commonly diagnosed cancer in Australia.

It was estimated that it will remain the sixth most commonly diagnosed cancer in 2022. Non-Hodgkin lymphoma makes up approximately 90 per cent of lymphoma cases in Australia.

In 2018, there were **6,438 new cases** of lymphoma diagnosed in Australia (3,735 males and 2,702 females).

In 2022, it is estimated that **7,397** new cases of lymphoma were diagnosed in Australia (4,267 males and 3,130 females), and it is estimated that a person has a 1 in 40 (or 2.5%) risk of being diagnosed with lymphoma by the age of 85 (1 in 35 or 2.9% for males and 1 in 48 or 2.1% for females).

### How does the program work?

Available to our members\* and fully-funded by Police Health, this program is a 12-16 week tailored virtual care program that's provided by a team of experts in supportive cancer care for people with, or recovering from, cancer.

It's delivered by our partner, Valion Health, who will connect with you using video call, phone and other tools to provide you with high quality, personalised cancer care and support from the convenience of your own home.

\*Waiting periods may apply, to be eligible you must meet the following criteria:

- Be covered with our Gold Hospital cover or Gold Combined cover
- Currently receiving active anti-cancer treatment, or, have completed treatment within the last 24 months, or, have a diagnosis of advanced (metastatic) or incurable cancer
- Be over 18 years of age
- Have a PC, laptop, tablet or smartphone with a webcam and microphone and/or telephone

**Valion Health will work with your medical team throughout the program, and services include:**

- ✓ **An initial assessment**
- ✓ **Three hours of nursing care coordination**, provided by expert oncology nurses (including education and navigation)
- ✓ **Two sessions** with a Psychologist
- ✓ **Six sessions** with an Exercise Physiologist or Dietitian (depending on your needs)
- ✓ **A repeat assessment at program completion** to ensure all goals have been met
- ✓ **Education modules** and access to a participant app
- ✓ **Your choice of either a Care Pack** (exercise tracker, exercise bands, selection of care items and welcome note) or six online group yoga/exercise sessions.

For more information please feel free to contact us, or Valion Health directly on **1300 561 020** or by emailing **info@valionhealth.com.au**.





“

What you do today you will be accountable for this afternoon, tomorrow, next month and 20 years away. You will also be accountable for what you don't do.

# A LIFE POST GRADUATES

Police Academy leader calls time on memorable career



By [Brendan Roberts](#)

As Assistant Commissioner Kevin Casey walked out of the police academy's door for the final time and into retirement, he did so with the comfort that every sliding door he passed through during his 46-year career presented opportunities and highlights that he never planned and would never change.

## Inspiring words

"There are sliding door moments, like I've had, and you won't know where you're going but somewhere, someone will see something in you and suddenly you'll branch off into another direction. And, sometimes, the job that you just never wanted to do or never anticipated you would do, could lead to something else," he said.

It's a message that he has emphasised to each of the more than 8,500 police and 2,000 PSO graduates that have passed through the doors of the academy and out into the world of policing, during his decade overseeing the academy.

"I tell them that I've had 17 careers in the one job, and I tell them to take every one as a positive, even though you might not think it at the time and (it's because) people will see things in you that you might not see in yourself," he said.

While the world and the job he walked into almost half a century ago is far different from the one recruits enter today, the advice he gives and was given, remains steadfast.

"Take a small piece of the good role models that you see and try to build your own credibility, because your credibility is given to you, it's like your registered number.

"I've seen three generations now, the one before mine, mine and yours is the next, I tell (the graduating squads) you'll make history with your numbers and if you lose credibility, it's hard to recover."

## Where it all began

Assistant Commissioner Casey began as a police cadet in 1977 at the age of 17, graduating a year later. At that time, the average age of his squad mates was 21. Today it fluctuates between 28 and 32.

While many from his graduating class went down the common path of becoming detectives, AC Casey cut his teeth working at the Information Bureau of Records.

"I used to read all the dockets and know all the crooks and when it did come time to go to a police station, albeit a fairly quiet station by comparison, there were still a lot of good crooks who lived around there and it was handy having known about them and about criminal behaviour in general," he said.

"I can certainly remember an Inspector in my training station asking me what my aspirations were and I said I wouldn't mind going to the Crime Car Squad and I could see that he was a little taken aback and he just said 'really?'"



"They seemed like the ones that were always in the action, so I thought it was a good choice."

Eventually, he too became a detective, embarking on memorable stints at the Williamstown Crime Investigation Bureau and City West.

City West in particular, was a hive of activity, with armed robbery gangs regularly hitting banks and the office flush with fraud-related jobs. The latter provided Casey with the first of his real career sliding door moments.

Continued overleaf →





↑ 8 December 1987 – Queen St massacre.



↑ March 1986 – armed with a brush and a plastic bag an SOG officer sifts through debris.



“

I get to shape or have influence in the training they get that prepares them for the future.

I get the privilege of being involved in their lives and their exuberance...

### In the thick of it

“There was a Fraud Squad job at the Stolen Motor Vehicle Squad based at Russell Street, and someone from our office had to go to their office and at the time no one wanted to do it, so they had an office raffle and my name got pulled,” he recalled.

“What was a three-month secondment turned out to be two years and it expanded into an investigation into an Australia-wide stolen car racket that we stumbled across, with the main offenders having defrauded about \$5 million dollars.”

It was during this period in the early months of 1986 that the Russell Street bombing occurred.

A crew of criminals with a pathological hatred for police, planted a bomb inside a stolen car and exploded it outside the entrance of the then police headquarters in Russell Street, killing Constable Angela Taylor and seriously injuring several others.

Casey was on leave at the time of the bombing, but his extended secondment to the Stolen Motor Vehicle Squad would soon land him inside the investigation and the taskforce established to hunt the offenders.

“The taskforce had different suspects in the frame for the bombings. It was

a Commodore they used (to detonate the bomb), but the same crew had been involved in the theft of Brock Special Commodores (this was established due to the method in which the bomb car and other stolen cars had their VIN numbers drilled out).”

Casey was part of a team sent to an address in Nunawading connected to the Minogue brothers, Craig and Rodney, who had both been identified as prime suspects in the bombings. A second team went to Kallista, where another suspect in the crew, Peter Read, was arrested after shooting and seriously wounding Detective Mark Wylie.

“We were told to be on the lookout for the Minogues. My colleagues had to kick at least two doors in of the house and while the Minogues were not there, there was a man and woman and the male in the bed had a shotgun.”

It was an action-packed end to a secondment that many, including Casey at the time, had written off as boring.

“I would never have thought that my secondment to the Stolen Motor Vehicle Squad would lead me to an investigation like Russell Street, but it did.”

Casey returned to City West briefly, but another infamous Melbourne crime would be waiting for him when he

transferred to the Homicide Squad the following year.

“The first job I went to as part of the on-call crew was Queen Street,” he said.

‘Queen Street’, like ‘Russell Street’ is one of a handful of major Melbourne crimes that took place within the mid to late 1980s, that are so infamous they are identifiable solely by the name of the street in which they occurred.

On 8 December 1987, University dropout Frank Vitkovic walked into the Australia Post building in Queen Street, Melbourne and gunned down eight people and seriously injured five others.

“That was a fairly significant event in Melbourne’s history,” he said.

“I was given the task of preparing the brief, but I had a lot of help on the day.”

“He (Vitkovic) had been psychologically impacted and formed a hatred of a former friend from school and was determined to go there and kill him and while the friend escaped, he went on a rampage through the building,” Casey said.

Given Vitkovic himself died in the massacre, the brief was prepared for a coroner, rather than a prosecutor, but that didn’t diminish the importance or the complexity of the task handed to Casey.

Images courtesy of the Herald Sun

### Taskforce Spectrum

Following a two-year stint at Homicide, Casey returned to Williamstown, before being seconded onto yet another taskforce, established to probe a series of disturbing attacks on Melbourne schoolgirls by an offender dubbed ‘Mr Cruel’.

Taskforce Spectrum was established to find the brazen child rapist, who terrified Melbourne during the late 1980s and early 1990s. He was suspected of breaking into homes and abducting and raping three schoolgirls, before abducting and murdering 13-year-old Templestowe girl, Karmein Chan.

Despite years of exhaustive investigations, no one has ever been charged over the attacks.

Casey says the perpetrator was obviously highly intelligent and prepared, leaving little evidence of his crimes and managing to evade capture. Given advances in technology and the modern investigative tools police now have, he believes there’s little doubt that had the attacks happened today, Mr Cruel would have been caught.

“It was just the luck of the draw, if that crime had happened today, we would have phones pinging, CCTV everywhere,

we just didn’t have any of that at our disposal,” he said.

### A privileged role

When the taskforce wrapped up, Casey took on a role as a Detective Training School Instructor and later as an Inspector at Footscray. In August, 2013 he was promoted to Assistant Commissioner of People Development Command, based at the Police Academy.

It’s a job he’s cherished.

“This job is a privilege. I can walk into their (recruits) lives all the time,” he said.

“It could be in the dining room or I will seek them out and engage them to ask them about what their experience has been like, what had surprised them, what we can do better, ask them what they thought before they came in about what this life would be like, just to get a sense of how they’re travelling.”

He says the difference in today’s recruits compared to previous eras is stark.

“The people who come through now are more worldly in their life experience,” he said.

“They’ve probably travelled the world and worked in diverse jobs. A tradie

can be just as good an operator as someone who has got higher education qualifications, so that’s a big difference compared to when I joined.”

And the type of training that recruits receive has evolved too.

“All roads lead to the academy. Every inquiry, every review, every critical incident finding recommendations, every issue relating to policing always comes back to me in the training sense, so I have to defend what we put into our training,” he said.

“I get to shape or have influence in the training they get that prepares them for the future. I get the privilege of being involved in their lives and their exuberance, they are full of hope and aspiration and getting out there and I get to hear down the track how they are progressing.”

His advice to the final graduating squad is timeless.

“A Sergeant once told me that what you do today you will be accountable for this afternoon, tomorrow, next month and 20 years away. You will also be accountable for what you don’t do.”

“Your number is yours, no one else will ever have it, it’s up to you to protect it.”





# WHEN ELSIE MET ALLEY

## How the generosity of TPAV members changed a little girl's life

By Brendan Roberts

Elsie would never have met her new best friend, Alley, without the generosity of TPAV members.

But, she's more than just a best friend. She's a life changer.

"I can't explain it, it's just amazing how that calm presence of an animal has made such a huge impact," said Elsie's mum, Jay Colliver, a member based at the Knox Proactive Policing Unit in Lilydale.

"Alley is just there and Elsie knows she's there when she needs her. She won't be there with questions or trying to fix her, she's just there."

In February 2021, Jay put a call out to her fellow members, via The Police Association, to help raise \$20,000 so that her family could purchase a Smart Pups assistance dog for Elsie, now six, who has Level 2 Autism Spectrum Disorder.

"We needed something a little more left of field for Elsie, because she also has PDA (Pathological Demand Avoidance) so I thought it might be good to look at the animal therapy side of things, and I did a lot of research and for her and it seemed right."

Not surprisingly, members answered the call for assistance.

“

Alley is just there and Elsie knows she's there when she needs her. She won't be there with questions or trying to fix her, she's just there.

# Dogs are more than just A BEST FRIEND

For Senior Constable Jay Colliver and her family, bringing home a puppy could also be a saving grace.



By Mark Kearney

The Yarra Ranges Youth Resource Officer is currently raising funds so Jay's family can afford an assistance dog for her oldest child, Elsie.

Four-year-old Elsie has been diagnosed with a Level 2 Autism Spectrum Disorder, meaning she requires significant support with tasks most of us might consider mundane.

"Day-to-day tasks – getting up, getting dressed – are all sensory things for her that she finds difficult to complete," Jay explains.

The biggest challenge for Elsie occurs when her routine or environment is interrupted unexpectedly.

"That creates significant meltdowns for her. Not just your normal toddler meltdowns. Her body and her nervous system are overloaded," Jay says.

"My husband and I are her support to lean on in those moments but we are only human and we can't always be there. We



Elsie Noy with her mum, Jay, dad, Cameron and little brother, Levi. Elsie also pictured at the playground.

The animals are trained to intervene during an episode of repetitive or destructive behaviour and they can even facilitate more positive social interactions for that young person.

even facilitate more positive social interactions for that young person.

But raising, training and hoping an assistance dog does not come with a price tag.

"We do not like asking for help, but now we need it. We would be happy to contribute whatever it takes to make it happen for her."

→ Published in TPAV Journal February issue 2021.

“

Members donated a significant portion of the \$20,000 we needed to raise

"(Members) donated a significant portion of the \$20,000 we needed to raise," Jay said.

"It took five months to raise the money, then we went on the waiting list but unfortunately then Covid hit, so that delayed it a little bit."

In August 2022, Elsie and the Collivers met the Smart Pups trainers to try to match the right dog to her unique needs.

"They realised Elsie was really shy and needed a very quiet dog, and so that delayed placement because they had to wait until they had a suitable dog for her," Jay said.

That dog was Alley, the Golden Retriever.

After 14 months of training, Alley officially became part of Elsie's life in August this year.

Continued overleaf →







Members probably won't ever truly be able to see how much it's helped us as a family, but I am just truly thankful, absolutely amazed at people's generosity and their willingness to help a fellow member out.

And, while her training isn't yet complete, the difference she's already made has been profound.

"She will just lay with Elsie, she doesn't have the need to be playing a lot with her, she will just lay with Elsie by her side, or with her paws on her lap for that comfort," Jay said.

"When she's out and about she has a very calm demeanour and nothing bothers her, she walks slowly, she's happy to just cuddle, and that's exactly what Elsie needs."

Simple, everyday events like riding in a car, once a complex and overwhelming experience for Elsie, is now a lot easier to endure.

"Elsie gets really overwhelmed in the car because it's such a confined space. She's got a little brother who likes to talk and it gets a bit overstimulating for her and just having Alley in the car, she sits under her legs or just in the foot well and Elsie will just bend down and pat her and just that stroking movement is really calming for her."

Jay is training Alley to independently sense when Elsie needs her, and to provide the calm intervention she needs.

"When Elsie starts to heighten, you can see her body tense up and she gets agitated, the idea is that Alley will be able to start to pick up on it and intervene," Jay said.

"She's taught to nuzzle, so she might nuzzle Elsie on the hand or around the face and interrupt that particular process that Elsie's going through and bring her back down."

### A heartfelt thank you

The seemingly ever-present smile you see in the pictures of Elsie alongside her new best friend, couldn't provide a better emotional return on investment for the generous members that helped to unite them.

Jay says it's hard to articulate the impact their generosity has had on her family.

"I can't describe in words our thanks," she said.

"Members probably won't ever truly be able to see how much it's helped us as a family, but I am just truly thankful, absolutely amazed at people's generosity and their willingness to help a fellow member out.

"It's just been life changing for us."

## / BankVic in the community

### Wall-to-Wall Ride 2023

Friday 15 September to Sunday 17 September 2023

The BankVic crew was proud to support the Victorian riders of this year's Wall-to-Wall Ride, to remember and honour fallen members of the police force while raising funds for each state's police legacy charity and promoting safe and lawful motorcycling.

This year we had four BankVic vehicles carrying 8 staff, 10kgs of fresh fruit, 400 muesli bars and 8 large tubs of visor spray, water and sunscreen. We travelled for two days, stopping in Sale, Merimbula, Cann River and Cooma, arriving in Canberra to gather with the other state rider contingents. With a police escort for the convoy to the National Police Memorial, riders took part in the annual ceremony to honour those who have fallen.

Thank you to all who attended, and we look forward to making the journey with you again next year.



### New Kiosk Alert!

Our new BankVic kiosk opened for business at the Victoria Police Academy in September, allowing us to be more accessible for new recruits and support them as they start their policing career.

Recruits and Academy staff can chat to our team at the new kiosk between 11:30am-1:30pm every Tuesday & Thursday.



### Meet Peter

Peter Tseros is "the face" of the new BankVic kiosk, a Mobile Lending Manager who is no stranger to the Academy. Having worked at BankVic for over 5 years, Peter loves having a permanent spot at the Academy as it provides the opportunity to meet and have great, in-depth discussions with members.

#### Fun fact about Peter:

Peter is a huge AFL fan and has a wealth of knowledge about the game, including random statistics and epic player stories. Ask him for a stat when you see him next!



0417 688 579



ptseros@bankvic.com.au



We're also here to video chat just let us know a time that works for you.



# VALE JO



## LEAVING A LEGACY OF EMPATHY, COMPASSION AND HUMOUR

Members, friends and colleagues of much loved TPAV Wellbeing Officer, Senior Constable Jo Rae, will gather to pay their respects and reflect on her life at a commemoration ceremony at the Police Academy this month.

Known and respected for her loyalty, kindness, compassion and dry sense of humour, Jo's loss has been felt deeply by our membership.

For nearly a decade, Jo has been an integral part of TPAV's member Welfare/Wellbeing Services Team, having provided comfort and practical assistance to literally thousands of vulnerable members and their families during their time of need.

Providing absolute 24/7 commitment and dedication to helping her colleagues at their most difficult time was Jo's indelible trademark through much of her 36-year policing career, having also served at Victoria Police's Welfare Unit prior to joining TPAV on secondment in 2014.

At all times, Jo dealt with members she supported (and their families) with empathy, compassion, patience, and humour. If you needed help and Jo was in your corner, you knew you had a strong and unwavering supporter. Jo's commitment to helping members also manifested in her role as a TPAV Assistant Delegate for her area between 2009 and 2013.

We know this very sad news has come as a shock to the countless members who have benefited from Jo's support over many years.

VALE, JO.

**A memorial to help celebrate Jo's life will be held on Wednesday 18 October at 11am at the Police Academy Chapel.**



Jo Rae

### What Jo meant to members in need




After hearing of Jo's passing, members who had been touched over the years by Jo's empathy, sincerity, humour, wit and genuine commitment to their needs, flooded the TPAV Members Facebook group with tributes.

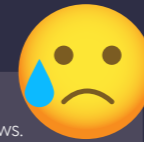
Each was heartfelt and captured succinctly what Jo did for them and meant to them after entering their lives, often at a time when she was dearly needed.

It's these words that best reflect the legacy Jo leaves.





**Kezzy**

Oh no. I am so sorry to hear this sad news. Jo was the absolute best. The most fabulous, understanding and caring lady. Jo helped me so much at the lowest time of my life, including travelling to my home with coffee, sandwiches and cake to cheer me up. I am devastated to hear this and am sending love to her family. Rest in peace lovely lady. You will be so very missed. 




**Pierre**

Jo Jo, words cannot express how we feel. You leave behind such a huge void and a legacy. You have helped so many, many members over the years. Your passion was always present, you cared, sometimes with tuff love, but you genuinely cared. Thanks for always being there as a mentor, a confidant, but most importantly as a bestie for my lil buddy.. RIP Jo  

**Grace**

Thank you Jo for being an amazing person. You answered my call when I was at one of my lowest points. You calmed me down and gave me so much time. Your family and friends should be so proud of who you were and the support you provided to anyone who crossed your path. My thoughts are with your family and friends. Rest peacefully, xx

**Di Ana**

This is very sad news. Jo was always there to help, especially at a difficult time for me. 

**Cecily**

So sad to hear this news. Lots of fun times had over many years. RIP dear Jo  


**Nat**

To all of Jo's loved ones, my sincerest thoughts are with you. Jo was an absolute gem to me from the time I met her when I was a young unsworn member to when she's provided assistance to me in later years. She was such a star and will be deeply missed by those who knew her. Rest easy Jo.



**Anne**

Always an amazing helpful and caring person, a very sad loss for TPAV and all of VicPol. Thank you Jo for all you did for me, you made everything so much easier.

**Wendy**

A dear colleague appreciated for her discretion, privacy, experience, personality that she brought into every aspect of her work. I was privileged to know Jo right from our 1980's Richmond days together. And our paths always seemed to cross from there. No matter a catch up or professional reasons. Sometimes for good, sometimes for not so good, Jo was always there. Jo always remained a steadfast presence. And that was the professional confidence we always had in each other besides a personal relationship. RIP Jo, much loved, much respected, and will always be much missed. Hasten the dawn 

**Kerrie**

RIP Jo you beautiful human. Jo had the best sense of humour and her compassion and empathy was second to none. I will miss our chats and banter. Jo gave so much to the membership. Jo's knowledge and steady hand in tragic circumstances and her honesty in dark times will be missed. Condolences to Jo's family and her colleagues.  

**Nico**


Jo, was one of the most incredible people I never met in person. She was a voice of support to me and my partner during one of the roughest times we could ever face. Jo was our rock. We'll miss her and I'm deeply saddened to know that I'll never get to thank her in person for doing what she did for us.

**Lisa**


Such a beautiful soul always a straight shooter so many laughs shared...condolences to her loved ones



**Brian**

Such sad news. Jo you were always reaching out to help others. You were such a caring person and my thoughts go out to your family. May you Rest In Peace. 

**Brett**

Very sad news indeed. Jo was a great support to me when I needed help and I am sure she provided immeasurable support and help to many, many others over the journey. We have lost someone who gave so much of themselves for the betterment of others. Vale Jo 

**Melinda**

Such sad news on the passing of Jo, always loved how much fun and quick witted she was. RIP you beautiful woman.





**Tracy**

This is so very sad, she was a wonderful person


**Deborah**

Jo was a rock and a tower of strength to me when I was going through my darkest of days. I am saddened by the news of her passing. So grateful it was her that was there to support me during that time in my life and that I was able to thank her for her compassion and care when I needed it the most. Rest peacefully.

**Pamela**

So very sad to hear this news, such a wonderful warm and caring person. I loved Jo's honest delivery of all that you needed to know with steely support – always mixed with a wicked sense of humour. You made life better for so many of us. Thank you Jo.  

**Joy**

Very sad news. A lovely lady. RIP Joanne! Condolences to her family and friends 

**Bec**

This is just so, so sad. You have been an amazing support for a long time. I am so sad, I just spoke to you last week. You're an amazing human, always honest and there for others and their time of need. Thoughts with your family, colleagues and friends.



**Anthony**

Jo, I'm so sad to see that you've passed, we've joked for years about those days living in Strathmore and you taking over the position from Kaye, but you made this position yours looking forward and not behind. You have provided so much support to so many members, please rest in peace. I'm glad we had lunch the other week.

**Jodi**

RIP Jo. Couldn't believe it when I heard that you had passed. You always made me laugh hysterically and did little things that just showed how big your heart was. We will miss you so much.





# MISTER JONES

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For more energy and a better nights sleep  
try **The Perfect Pair Free.\***

Formulated to help support energy levels, sleep quality,  
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"Policing and shift work wrecks havoc on your sleeping pattern.  
I'm sure many are like me and suffer from poor sleep.  
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PETA BILLING



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Always read the label and follow the directions for use. If symptoms persist, talk to your health professional. This medicine may not be right for you. Read the warnings before purchase.

# BECOMING AN INDEPENDENT

## in Legal Cost Fund hearings.

### Do you want to be more involved in making decisions affecting your fellow members?

One of the significant advantages of being a TPAV member is the eligibility to make an application to the Legal Representation Cost Fund (LRCF) if members find themselves charged with criminal offences or subject to civil suits for matters arising out of performing their duty.

The application process is governed by TPAV's Constitution and involves an applicant appearing before a Cost Fund

Committee comprising members of the TPAV Board and what is colloquially known as an 'Independent'.

Independents are full TPAV members who, in performing this important role, add an additional layer to the integrity of the LRCF application process. The role of the Independent entails participating in the hearing and determining the outcome of the application in compliance with the Constitution Rules. This is a volunteer role which provides a significant insight into one of the more important services offered to the membership.

### Interested?



If you are interested in performing this very important role and becoming an active participant in your Association, we urge you to contact our Legal Discipline section on **9468 2600** or email [legal@tpav.org.au](mailto:legal@tpav.org.au) to express your interest.

### Members please note : Family Violence charges

Members are reminded that only in the most exceptional of circumstances will members charged with Family Violence-related offences be entitled to assistance under The Police Association's Legal Representation Cost Fund.



# MARKING A BRAND NEW BEGINNING

# AT YOUR NEW HOME

On Thursday 21 September 2023, The Police Association Victoria's brand-new Member Services Centre at 70 Jolimont Street, East Melbourne, was officially opened in a ceremony witnessed by TPAV Board members and Delegates from across the state.

The Governor of Victoria, Her Excellency, Professor The Honourable Margaret Gardner AC was TPAV's guest of honour and unveiled the commemorative plaque to mark a new chapter in TPAV's 106-year history.

TPAV looks forward to welcoming members at their new home, not just to receive the best possible support and advocacy from TPAV, but to also use the new state-of-the-art training, conference, and function facilities, including a roof-top social space looking out onto the mighty Melbourne Cricket Ground.

THE POLICE ASSOCIATION VICTORIA



↑ Her Excellency, The Governor of Victoria formally opens TPAV's brand-new Member Services Centre located in East Melbourne.



↑ TPAV Secretary Wayne Gatt with the Governor of Victoria Her Excellency The Professor Margaret Gardner AC at TPAV's new dedicated police memorial at its new building.

## *'Created for our members with their needs front of mind'*

### Wayne Gatt

Our 106-year journey has led us here, to 70 Jolimont Street, East Melbourne, to a members centre reflective of the organisation's identity – created for our members and built with their needs front of mind.

It's a place where members can seek support, improve themselves, celebrate their successes and add their own contribution to the rich fabric of this Association.

Within these walls, our members will be represented at tribunals, receive professional advice and clinical support in settings that are private, secure and state-of-the-art. They will learn about their profession and our organisation's purpose in conference and training rooms.

They will celebrate as they should, their achievements and the comradery that exists within our ranks, in a setting that includes a members-only lounge and function terrace. Facilities that benefit the contribution they have made to the community. Their voice as a collective

and as a profession will be amplified from a dedicated media centre and heard by the community they serve.

The significance of this building's opening should not be underestimated by our members. This is the most member-focused building we have ever occupied. It provides the modern infrastructure required to support our staff who support our members.

Importantly, when you walk in the front doors of 70 Jolimont Street, whether you're a member, staff member or a guest, you'll know immediately what The Police Association stands for, what its members risk in protection of the community and why they deserve the prominent voice and representation we provide.

The digital honour role, featuring the names of our members and colleagues who paid the ultimate sacrifice, alongside moving police ceremonial images and inscribed text lifted from the Police Ode, reminds everyone who enters the building of why we exist, who we serve and what we hold dear.

The words 'rest in peace friend and colleague' embody our virtue. We are more than an organisation, we are a group of friends and colleagues. To the outside, those named on this wall are officers, but within these walls they are our friends and colleagues and will always be remembered and acknowledged that way.

**Members should feel proud to walk past or walk inside this building, to feel that they are part of something significant, something historical, something prominent and something that benefits the safety and wellbeing of all Victorians.**

While today's official opening of 70 Jolimont Street is an important milestone in our Association's history, it was created solely with the future in mind.

It provides the base for the next 30 years of The Police Association's operations, the next generation of members and their families and the next fruitful chapter in a proud history of representation.

We are proud of this building, of what and who it represents and the role it will play in looking after our more than 17,500 members of today and countless more of tomorrow.



# DELEGATES' CONFERENCE 23

## Delegates provide TPAV with mandate to stand firm on key EBA asks



All 63 TPAV Delegates, representing members from across the state, came together at last month's TPAV Delegates' conference to receive an update regarding enterprise bargaining (EBA23).

↑ Delegates receive an update from the Secretary.



→ TPAV President Karl David and Secretary Wayne Gatt.

Despite weeks of negotiations having passed since our Log of Claims were served on Victoria Police, TPAV's negotiating team reported that key issues around roster reform and leave had received scant consideration by Victoria Police negotiators.

Delegates were clearly frustrated at the lack of progress despite our current EBA being due to expire at the end of November.

There remains a clear mandate from Delegates for negotiators to continue pressing hard our log of claims, in particular issues that are key for members at the coalface, such as rostering reform, including progressing the claim for 9 hour shifts, greater recognition of public holidays, and a fair pay outcome.

Delegates reinforced the practical reasons these claims were made and

the importance of them for members. Satisfaction of the claims is critical to making policing attractive and retaining experienced members.

The conference heard from Delegates that eloquently described the mood of frontline members, particularly their exhaustion and inability to see light at the end of a long and dark tunnel when it comes to their workloads in an environment where they're holding many hundreds of vacancies.



Delegates reinforced the practical reasons these claims were made and the importance of them for members.



↑ Robbie Campo, CEO, ESSSuper.



↑ Imogen Szumer, Senior Associate, Maurice Blackburn Lawyers.

Delegates confirmed that greater rostering predictability and certainty, underpinned by 9-hour shifts, 9-day fortnights, would go a long way to providing members with much-needed respite, while more public holidays and a fair pay outcome also need to be ticked off.

Delegates yesterday also confirmed their mandate to TPAV on behalf of members to hold the line on these key EBA issues while calling on Victoria Police to openly engage with TPAV to find a resolution on these critical issues.

Delegates heard from a range of speakers to inform them on bargaining outcomes in other sections of the public sector,



Continued overleaf →



# THE POLICE ASSOCIATION VICTORIA



↑ TPAV's women Delegates, Board members and TPAV Pat Hunter program graduates.

including representatives from the Victorian Trades Hall Council, and industrial relations lawyers.

While your Delegates expressed hope that Victoria Police would negotiate properly towards trying to achieve an amicable and acceptable settlement for our members, they also began to lay the groundwork for an industrial action strategy that could be recommended to members to implement should negotiations fail to reach an acceptable settlement that we could confidently take to our members for endorsement.

Conference Delegates also spent time during the conference discussing and debating agenda items relating to improving staffing levels, inefficient work processes among other issues affecting members.

Deputy Commissioner (Regional Operations) Neil Paterson, representing the Chief Commissioner addressed delegates to discuss current issues affecting members, including the current state of resourcing.



Imagine that

# The all-new KONA Hybrid. Imagined to be bold.



Hyundai's boldest small SUV has been reimagined into a dynamic design of the future. With futuristic styling inside and out, increased interior living space and now available in a Hybrid powertrain – the SmartStream G1.6 GDi Hybrid delivers an impressive combined 3.9L/100km fuel economy.

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Discover more at [hyundai.com/au/kona-hybrid](https://hyundai.com/au/kona-hybrid) or visit your local Hyundai showroom.





“

It's made me feel a part of something that he was a part of, and I can't thank you enough for giving me that connection.



## The policing family has brought me

# CLOSER TO MY DAD

Following the service to commemorate the 25th anniversary of the murder of Sergeant Gary Silk and Senior Constable Rod Miller, held this year at Prahran police station, the annual Silk Miller Cup football and netball matches were played at Albert Park.

Jimmy Miller, who was seven weeks old when his father, Rod, was tragically killed on 16 August 1998, was invited to give the pre-match address before running out with St Kilda in their annual battle with Prahran.

This was his message about the game, the day and the comradery that has brought him closer to his dad:

*Speaking publicly about my Dad and Gary or that night for that matter isn't something I usually do, purely because I believe everyone has their own individual way of dealing with certain events in their life, both good and bad, but today I felt like I'd like to say something to you all in the wake of what has been a pretty average past 12 months or so for both the Silk and Miller family and of course you guys, our police family.*

*I did want to highlight the significance of the actual game itself, and what it means to us as a family and potentially even you as a member.*

*Two names over the past 25 years have been predominantly what people have associated with this case, well there's*

another two but we won't mention them, as they don't deserve the time or oxygen because of the devastation they caused to all of us.

We, as a family, know what toll it has taken on many other members and members' families within the force who we believe in some instances have been left isolated at times. Not forgotten, but we recognise that they have not received the recognition or support they need and deserve.

That is what today is about, it is about bringing everyone together, past and present, to show, that despite whatever adversity we face, when we gather together and unite – anything is possible. Hope is possible. Recovery is possible.

Camaraderie, unity and determination are the core values the boys showed on the night of 16 August 1998. As did the many members who stood up and told the truth about the events. Despite the legal outcome, in my mind that is what will stand for years to come. Today represents that ongoing camaraderie, unity, determination, and bond. The boys would have been so proud of all of us. And that can never be contested.

I would also like to take the opportunity to personally thank Victoria Police members, especially from both Prahran and St Kilda.

I never got to know my old man or know what it was like to share a beer with him, personally, that has been the hardest thing I've had to deal with over the past 25 years. But the way you have all made me feel, by embracing me and making me feel so comfortable in your presence – since I was a kid – has been amazing.

I have never been met with a handshake or smile or conversation that has felt unauthentic or did not come from a good place.

It's made me feel a part of something that he was a part of, and I can't thank you enough for giving me that connection. It's the one day of the year I feel closest to him, it's a feeling that I will be indebted to you for, forever.

It always has been and always will be an absolute pleasure and privilege to get to run out there and play with you all today, so thank you for having me.



“

I never got to know my old man or know what it was like to share a beer with him, personally, that has been the hardest thing.



↑ The Prahran police station netball team.



↑ Ian Silk speaks at the service to commemorate the lives of his brother, Gary and colleague, Rod Miller.

↑ Jimmy Miller





WHAT'S NEW!



Popular vehicle manufacturer Hyundai has been a welcome addition to TPAV Member Rewards since its introduction earlier this year.

Members have taken advantage of National Fleet Pricing available across the majority of Hyundai's extensive vehicle range, saving thousands of dollars in their new vehicle purchases.

The exciting new Kona and IONIQ 6 are the latest additions to this member offer.

Head to the Hyundai page at tpav.org.au before heading to your local dealership.



TWO NEW ADDITIONS FOR MEMBERS

MISTER JONES



Member' deal 2 for 1 purchase offer

Mister Jones Health

We are proud to welcome Mister Jones Health to TPAV Member Rewards.

With its naturopaths blending modern science with ancient wisdom, Mister Jones Health offers a multitude of health products, ranging from vitamins to beauty powders to herbal teas.

TPAV members are entitled to a generous 2 for 1 purchase offer.

To learn more, head to the dedicated Mister Jones Health page at tpav.org.au.



TPAV AND TELUS HEALTH

Entering a new era in member wellbeing



TELUS Health visited the offices of TPAV, sharing with staff the benefits of their new app and invited staff to undergo a free health check.



Members have access to the 400 free hours available for onsite physical health checks.



Phone APP includes these features:

- ✓ A 'Get Help Now' feature for 24/7 access
- ✓ Wellbeing posts and notifications to our members
- ✓ Access to an online library for wellbeing content
- ✓ Access to CareNow
- ✓ Online clinical programs
- ✓ Interactive content
- ✓ Exercise and meditation programs
- ✓ Podcasts
- ✓ A behavioural based assessment tool known as the Total Wellbeing Index

This visit allowed TPAV staff to better understand the services that TELUS Health provides for members.

The partnership between TPAV and TELUS Health allows members access to the 400 free hours available for onsite physical health checks and up to 100 hours of training workshops.

Along with continued 24/7 access to telephone counselling for all members and their immediate families, there will be access to the TELUS Health app.

All assistance provided by TELUS Health is kept strictly confidential; no records are supplied to TPAV or Victoria Police under any circumstances.

If you require assistance for any kind of problem, whether personal or



work-related, contact TELUS Health to arrange an appointment with a professional counsellor on 1300 361 008 (24 hours a day, 7 days a week).





By Detective Inspector  
Kate O'Neill

On National Police Remembrance Day on 29 September, we paused to remember 175 members of Victoria Police who have paid the ultimate sacrifice whilst serving the community. It was touching to see many police members, their families and members of the community join the official march and service for National Police Remembrance Day.

**Stay connected with us!**

- @vicpolicelegacy
- @Victoria Police Legacy
- @victoriapolicelegacy
- @victoriapolicelegacy

# The month for remembrance

## 14 year of the Wall to Wall Remembrance Ride

We were honoured to join the Wall to Wall Remembrance Ride with 300+ Victoria Police Members, Police Veterans and Community Members on motorbikes who left from the Victoria Police Memorial in St Kilda Road, to ride to Canberra to meet up with riders from police jurisdictions from across Australia.

This annual event, now in its 14th year, and held in support of Police Legacies throughout Australia, saw over 2,000 motorbikes converge on the National Police Memorial for the National Wall to Wall Remembrance Service.

This year, young Victoria Police Legatee Josh Paoli, accompanied by his sister Sam, carried the 'Chief Commissioners Baton' and placed it at the National Police Memorial in honour and in remembrance of his father, the late Sergeant Marco Paoli VA and all those who have served but who are no longer with us.



*I was honoured to lay the Victoria Police Legacy wreath alongside Police Legatees Riley, Alana and Kiera Wholohan in memory of their father, Retired Detective Sergeant Michael Wholohan.*



## Ride to the Wall charity

Another memorable event I was honoured to attend in September was the Victoria Police Cycling Club (VPCC) Ride to the Wall charity bike ride, now in its ninth year raising funds for Victoria Police Legacy. VPCC members and cyclists hopped on their bikes in Sale on Friday 22 September, and culminated 370kms and 3 days later, at the Victoria Police Memorial in St Kilda Road, raising awareness and funds whilst commemorating the lives of Victoria Police family members who are no longer with us. To mark the completion of the ride, a remembrance service and wreath

laying ceremony was held on Sunday 24 September at the Victoria Police Memorial. Thank you to the VPCC and all riders for your ongoing support.

## A new home for TPAV

Finally, I wish to congratulate TPAV on the official opening of their new home in Jolimont Street on the 21 September by Her Excellency Professor the Honourable Margaret Gardner AC. TPAV are truly valued partners of VPL whose ongoing support is truly appreciated, and we send you our best wishes on your opening.

## VPL Photography competition winner



We're pleased to announce the winners of the VPL 'Police in the Community' Photography Competition.

I had the honour of judging the VPL Chair's Award from many amazing entries, and I simply couldn't go past this wonderful image of Police Legatee Shirley McKenzie standing outside of Whittlesea Police Station where her husband, Alistair McKenzie, was Officer in Charge many years ago.

Congratulations to Inspector Chris Allen on winning the prestigious VPL Chairs Award. Visit [policelegacyvic.org.au](http://policelegacyvic.org.au) to view the complete gallery of competition winners.

**Congratulations to Inspector Chris Allen** on winning the prestigious VPL Chairs Award



**Help make a real difference in the lives of Police Legatees.**

### Donate today!



Scan the code

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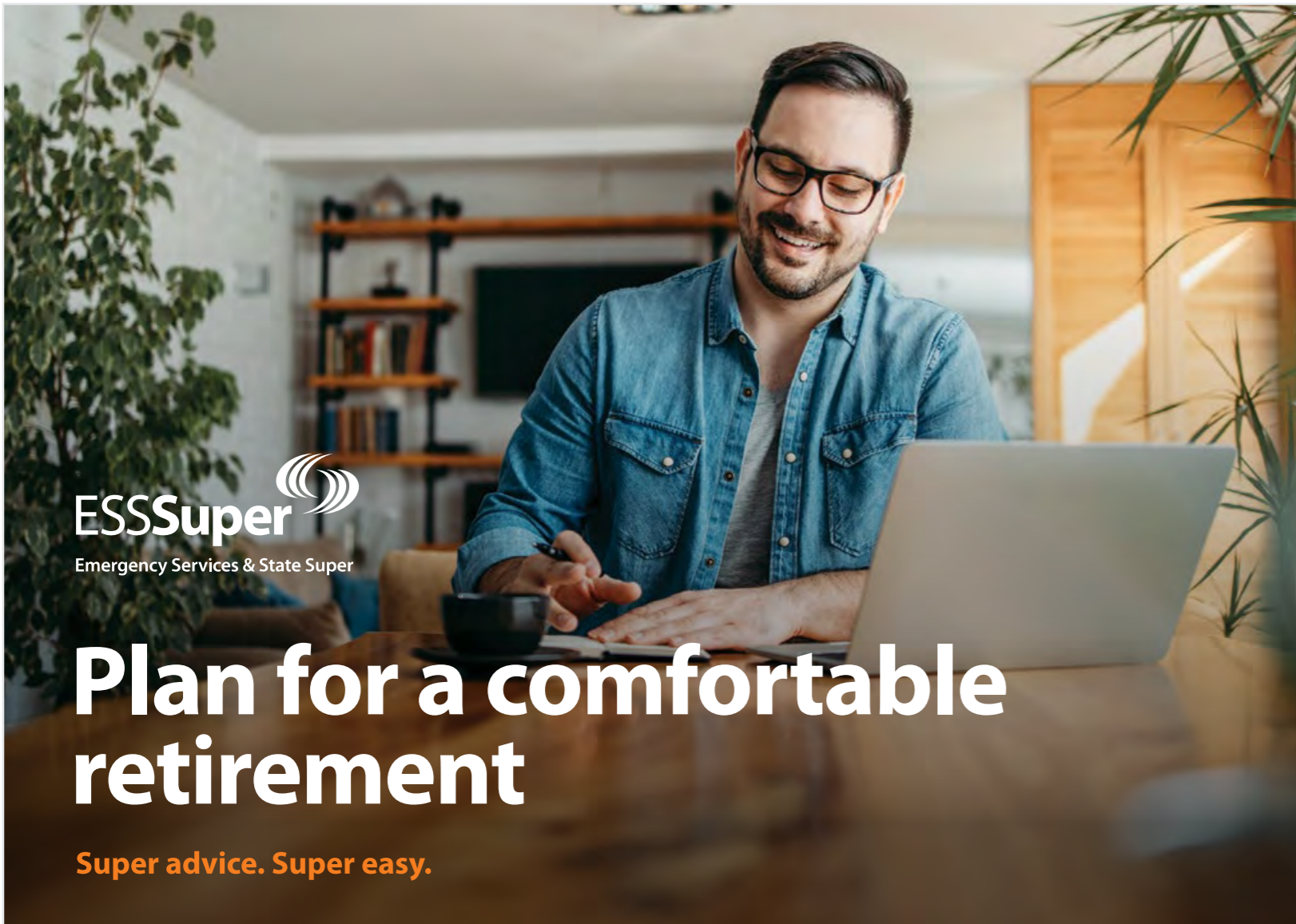
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# RUN4KB

## a fitting challenge for a loved and lost mate

**Kyle Gemmill won't passively sit by and remember his good mate and former colleague on the anniversary of his death from a rare cancer one year ago.**

Instead, he'll mark the anniversary by raising funds and awareness for the disease that took his life, in one of the most arduous and challenging ways possible.

Kyle will be running 441kms in seven days, the equivalent of one and a half marathons each day, hoping to raise \$100,000 for research into Ewing Sarcoma – which affects about 200 Australians annually – just like his mate Brendon Warburton, who died from the disease on 9 November 2022.

Warburton, also known as KB, was a dedicated member of the Victoria Police Special Operations Group for 18 years, where he met Kyle.

"KB was an inspiration not only to me but to everyone who knew him," Kyle said.

"As a father figure and a symbol of our workplace, he garnered respect and admiration both in Australia and around the world."

To honour this friendship and the legacy of KB, Kyle is embarking on the challenge, which starts on 3 November.

**This is not just another epic run for charity... this is the RUN4KB the 42-year-old father of three said.**

RUN4KB will operate under the banner of Camp4Cancer, a charity dedicated to channelling funds into cancer research.

Together, Kyle, RUN4KB, and Camp4Cancer are not just running for a cause; they're racing towards a future free from the shadow of cancer.



**To support Kyle and the cause, visit any of the following:**

[www.run4kb.com](https://www.run4kb.com)

/698f1d69

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[support@run4kb.com](mailto:support@run4kb.com)



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📍 Peninsula on the Bay, 435 Nepean Highway, Frankston VIC 3199



**Injured while on duty  
at a lockdown protest**

*or at any other recent demo?*

**You could be eligible for a claim for lump sum compensation and/or damages.**

Members who suffered an injury (or injuries) that is ongoing in nature and relating to their duty at a COVID lockdown protest, or at any other recent demonstration or protest, are encouraged to explore their legal options to ascertain if they have a genuine claim for lump sum compensation and/or damages.

All you need to do is to register your details in an online register and a representative from our legal partners at Maurice Blackburn Lawyers will be in contact with you.

They will discuss your matter with you and then make an assessment about whether you have a legitimate claim for lump sum compensation and/or damages, regardless of whether you've already had a WorkCover claim accepted relating to the same incident.

Members will recall that TPAV has been at the forefront in advocating for and achieving improved equipment, training and resources at demonstrations following a stream of feedback we received from members after some of the COVID lockdown protests.

If you would like to have your matter assessed, simply fill out and submit your details in our online register.

You can locate our online register by simply jumping onto the TPAV website – [www.tpav.org.au](http://www.tpav.org.au) – and simply search 'Injured at Demo Register'.

Once you've submitted your details\*, you should expect to have a representative from Maurice Blackburn reach out to you after about a week or so.

All details you submit will be treated in the strictest confidence.

For more information, talk to TPAV's preferred injury lawyers, Maurice Blackburn at [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au) or free call **1800 810 812**.

\*Members who register their details are doing so to have their individual circumstances assessed, and not for the purposes of a class action.



**TPAV**





# If we separate, who stays in the home?

By James Turnbull, Principal,  
Berry Family Law

“

Separated couples often reach an agreement about who stays in the family home and who moves out. But what can the Courts do if both parties want to stay?



## Separation can be difficult, but what about the practicalities?

By necessity, many couples initially stay together under the one roof until one can arrange (or even afford) to move out.

But if you cannot co-exist under the one roof, who gets the right to stay in the home? And does leaving impact on the chance to keep the home?

The first of the practicalities to consider may be who should stay or who should go. So, is there a rule that only one spouse can be there and even if that rule exists, who should that be?

Separated couples often reach an agreement about who stays in the family home and who moves out. But what can the Courts do if both parties want to stay?

The inevitability is that in the long-run one spouse will have to leave or, if the home is to be sold or the lease ends, both will.

Where spouses do not agree who should go, there are two different Court steams which might resolve the issue:

- a. The Family Court that has a power to grant an order for sole use and occupation; or
- b. The Magistrates Court who have a power through family violence legislation to oust a spouse from the home.

If there is no family violence, (members should be careful as sometimes family violence is manufactured) then the proper Court to deal with the issue are the Family Courts.

On an application to it, the Family Courts can make an order giving one person the sole use and occupation of the family home.

However, these orders are made very cautiously by the Courts. The Judges tend to agree that ejecting someone from their own home, often of many years standing is a very serious issue. To that extent, before deciding whether an order for sole use and occupation should

be made, a Judge must be satisfied that it is not reasonable, sensible or practical for the couple in question to remain living together under the one roof.

Should a sole use application be brought against you, there is more than one option. One obvious option is to fight the application. But that can lead to both parties incurring legal costs, which might sensibly be avoided. Often, the more sensible option is to leverage the other spouse's desire to have you out to see what other reasonable outcomes can be negotiated out of Court.

**For example:** *We have assisted clients in making the spouse remaining in the home liable for the whole mortgage, rates, insurances and other upkeep on the home for so long as they have sole use of it. And further, making the spouse staying assist in paying the removal costs and the acquisition of new furniture. We have also negotiated the payment of money towards the rental costs for the spouse leaving, and payments of lump sums in exchange for leaving without the fight in Court.*

Otherwise, if the best option is fighting that application or in fact, bring the application, the matters that the Family Courts need to understand before the Judge makes a decision include:

- a. Any relevant conduct (e.g. violence or intimidation) which would justify one party being forced to leave the home;
- b. Whether either party is working from the home;
- c. For how long the parties have co-existed in the home, post-separation;
- d. The comparative income of each of the parties;
- e. The comparative inconvenience of each party having to relocate;
- f. The needs of any children; and
- g. The hardship caused to either party or the children if they were forced to leave the home.

The second way to obtain sole use of a home arises where there has been sufficient violence to obtain a Family Violence Intervention Order through the Magistrates' Courts. Most readers will be only too aware of this legislation. Many will have been asked to attend the home while the party ousted packs up their personal items.

A Family Violence Intervention Order (or a Safety Notice) can include a provision that the offending spouse is required to leave the home. While family violence legislation is there for all of the right reasons, its interpretation remains liberal enough that it may be misused. It is the faster and more cost-effective mechanism to obtain the sole use of a home. Whether that is a good or a bad thing depends upon each individual case.

One thing we do know is that Family Violence litigation favours the first person to apply.

As such, it may be very worthwhile reaching out for an initial conference, free for the first hour, and then at discounted rates for TPAV members, to find out where you stand.

For further information visit [berryfamilylaw.com.au](http://berryfamilylaw.com.au) or contact one of our specialist family lawyers on **(03) 9397 2488** to get started.



Berry Family Law



# Spring / Summer PREVIEW

It's always a great time of year in Victoria, winter is behind us and as the days get longer and the weather warms up, we head into the busiest time of year for real estate.

Traditionally there is an eight-to-ten-week period from the end of September to mid-December where we see an influx of homes hit the market with large numbers of auctions every weekend and homeowners wanting that sold sticker on their board before Christmas lunch.

This year I think we will see a different Spring and Summer market. In 2023 so far, we have seen a drop in the number of available homes to the market due to uncertainty in the economy. Potential sellers are also hesitant as they can't see enough quality homes in the market to buy so won't risk selling and not being able to buy their desired home. I believe this trend will continue and we will see less sales during this period in 2023/2024. This may see some homes get inflated

prices as demand may outweigh supply and you may see stronger competition on some properties.

There is no doubt that interest rates and the cost of living has slowed the market down. In the last twelve months the median house price in Melbourne has dropped by approximately \$70,000 to sit at \$925,000. It is also predicted that 1.60 million Australians are at risk of mortgage stress in the coming months, this coincides with a record number of homeowners coming off fixed rate loans.

What you are most likely going to see is that some home and locations will do very well during this period. Tightly held suburbs, lifestyle locations and quality family homes will most likely do very



**Luke Lawlor** 0414 757 705

well especially if surrounded by popular amenities, easily accessible transport routes and sought after schools. We have already seen less demand for older homes that require work, apartments and units and we may see an increase in the number of these coming to market with investors selling and owners under mortgage stress needing to sell.

My conclusion is that prices overall will remain stable with less homes being sold during this period than normal. It is a great time for those looking to upgrade as discussed in our last editorial and there will be some good buys available in the next six months for those not afraid of doing a bit of work or looking for a long-term investment

## Know the difference between a Turnover agent and a Price agent

### Turnover Agent

- Sells a lot of homes per year.
- You may see them in the Top 100 agents in the paper.
- Has a team of assistants under them.
- Markets themselves extensively on social media, and through the local community.
- Drives the flashy car and wears the nice suits.
- Generally, talks a lot, mostly about themselves and all their achievements.
- They don't listen to well when it comes to your wants and needs.
- Become impatient if you don't sell quickly.
- Push you to reduce your price (the price they told you it was worth).
- Hand ball the listing to one of their assistants after a few weeks.
- Achieve average prices.
- Don't negotiate hard on your behalf.
- They see you as another commission, that's all.

VS

### Price Agent

- ✓ Sells an above average number of homes per year.
- ✓ They have a support team but do all the face-to-face work themselves.
- ✓ They listen to your situation and your wishes.
- ✓ They will be honest with you and provide evidence for all their recommendations.
- ✓ They are generally highly organised and don't waste your time.
- ✓ They don't make promises they can't keep.
- ✓ They are patient and work hard to negotiate the last dollar out of the buyer.
- ✓ They understand the value of relationships.
- ✓ The most important thing to them is getting the owner the highest price.
- ✓ Most of their business is referred to them from happy clients.

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## PICK OF THE SHELF



# Good As Gold

By Justin Smith

Published by Penguin Random House Australia

Some stories are too good to be true...

In the year 1861, there were three campfires burning outside the gold mining town of Mull Creek, in the British colony of Victoria.

At the first fire is Jesus Whitetree, an escaped orphan with no knowledge of his new world, not even his age or real name. He only knows he wants to find gold. Gold makes everything good.

At the second fire is the Jack Pink Gang. Jack is a little-known bushranger who is a violent criminal by day and a nervous wreck by night. His mother – a notorious criminal known throughout the colony as Mother Pink – engages the services of a bush poet to get Jack's name in the newspapers and make him feared and famous.

And at the third fire is Mary, a young Aboriginal girl, and police constable Harry Logan. Harry has a good heart, but he

also has Mary in chains. Despite her hard life and current circumstances, Mary remains smart, cheeky and troublesome to the struggling policeman.

With the announcement of the first Melbourne Cup, all three parties descend upon Melbourne town. And the thrilling horse race offers something different for each of them – a new beginning, a chance to be written into history, or a prize bigger than they could imagine.

But only one can take the gold.

*Good As Gold* is a reimagining of the very first 'race that stops a nation', and a heartwarming story about triumph and the things that mean more than gold.



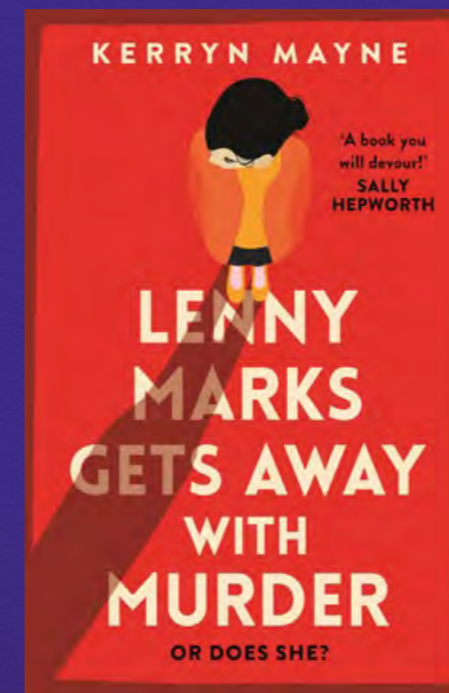
# WIN!

## YOUR OWN COPY

For your chance to win a copy of **Good as Gold**, simply email [journal@tpav.org.au](mailto:journal@tpav.org.au) and answer the following question:

**Which horse has won the most Melbourne Cups?**

Entrants are asked to please include their full name and registered number, if applicable.



# Lenny Marks gets away with murder

By Kerry Mayne

Published by Penguin Random House Australia

Lenny Marks is good at not remembering.

She has spent the last twenty years not thinking about the day her mother left her when she was still a child. Her stepfather's parting words, however, remain annoyingly unforgettable: You did this.

Now thirty-seven, Lenny prefers contentment and order over the unreliability of happiness and the messiness of relationships. She fills her days teaching at the local primary school, and her nights playing Scrabble with her pretend housemate, watching reruns of Friends and rearranging her thirty-six copies of The Hobbit.

Recently though, if only to appease her beloved foster-mum, Lenny has set herself the goal of 'getting a life'. Then, out of the blue, a letter arrives from the Adult Parole Board. And when her desperate attempts to ignore it fail, Lenny starts to unravel. Worse, she starts to remember...

*Lenny Marks Gets Away With Murder* is a remarkably assured debut: a

memorable, funny and suspenseful up-lit novel about a girl left behind and the woman she becomes. Author Kerry Mayne has worked as a police officer for almost 15 years so has more insight than most about 'getting away with murder'.

She has consulted for authors like Sally Hepworth on what police do and, spoiler: it's not always exciting and involves a lot of paperwork. However, in her time working on the force she has often wondered what becomes of the lives of victims of crimes.

In *Lenny Marks* she offers victims the power to forge their own story separate to acts committed against them. The character of Lenny is inspired by some of Kerry's own quirks and experiences.

# WIN!

## YOUR OWN COPY

For your chance to win a copy of **Lenny Marks gets away with murder**, simply email [journal@tpav.org.au](mailto:journal@tpav.org.au) and answer the following question:

**Which two letters have the highest numerical value in Scrabble?**

Entrants are asked to please include their full name and registered number, if applicable.

Like Lenny, Kerry found herself lonely and experiencing anxiety. She tended to isolate herself from others and overcommitted to her role at work. A talk by a behavioural scientist made Kerry realise she had to make changes, and she decided it was time to 'get a life'. So she started a book club, took up tennis and met her partner. She also fell in love with writing which would keep her entertained through two rounds of maternity leave and numerous lockdowns.





# \$2,000 cash back on home loans for police\*

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\*Eligibility is limited to current police employees. Available to completed refinance applications including supporting documents confirming your assets, liabilities, income and expenses received between 21 September 2023 and 30 November 2023 and settled by 15 February 2024. A minimum loan of \$200,000 and a maximum LVR of 80% is required. Offer available for Owner Occupier with Principal & Interest repayments on BankVic's Police Variable Rate home loan. The cash back will be paid into a BankVic transaction or savings account within 60 days of settlement. This account must be in the same name as the home loan account. For joint accounts, the cash back will be credited to a jointly-held transaction or savings account otherwise, to the primary account holder. This offer is limited to a maximum of one cash back per loan, regardless of the number of mortgaged properties involved in the transaction. Split and supplementary loans against one security will be eligible for one cash back only. Excludes refinances from another BankVic loan. This offer is not compatible with any other cash back offer issued by BankVic. BankVic may vary or end this offer at any time without notice. Home loan terms and conditions, fees and charges are available at [bankvic.com.au](http://bankvic.com.au), by calling 13 63 73 or visiting a branch. You can find the current interest rates and target market determination for this product on [bankvic.com.au](http://bankvic.com.au). Police Financial Services Limited ABN 33 087 651 661 - trading as BankVic. AFSL and Australian Credit Licence 240293. 09.2023 TB0837

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\*Eligibility is limited to current police employees that commence an application for a 6-month term deposit between 21 September 2023 and 30 November 2023 and request the special rate. To request the special rate, call 13 63 73 or visit a branch. The special interest rate offer of 5.25% p.a. is only available on new Term Deposits on a single, 6-month term. At the end of the 6-month term, if your term deposit automatically rolls over, we will do so at the terms and conditions and interest rate at that time. BankVic may vary or cease this offer at any time. You can find the current interest rates and target market determination for this product on [bankvic.com.au](http://bankvic.com.au). Police Financial Services Limited ABN 33 087 651 661 - trading as BankVic. AFSL and Australian Credit Licence 240293. 09.2023 TB0837





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