

TPAV JOURNAL

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DECEMBER 2024

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ASSOCIATION
VICTORIA**



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Police legacy

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ASSOCIATION
VICTORIA**

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If you're soon due to leave Victoria Police as
a sworn member, please consider joining the
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Police Veterans Victoria

TPAV recognises the value PVV brings to our
veteran community and encourage former
members to join (there is no cost). Go to
www.policeveteransvic.org.au

**Past & Present Women Police Association
(PPWPA)**

Provides the opportunity for past and present
women police to communicate, socialise, share
friendships and support each other.

Email: ppwpacontact@gmail.com

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and we will investigate.

**Wayne Gatt addresses
the stop work meeting
at the Academy.**



IN THIS ISSUE

**Walking out, speaking up and
fighting back**

In this edition of the *Journal*, we take you inside
the rolling state-wide work stoppages held at
stations across Victoria. Following the refusal of
Victoria Police and the Government to return to
the bargaining table, members escalated their
industrial action by staging the largest station
walk outs in the force's history.

See all the pictures inside and hear from Secretary
Wayne Gatt about the current fight in the Fair
Work Commission against Victoria Police's
application for the Commission to take over
the EBA.

Closing the door on 2024

While the EBA has dominated 2024, it's been
another busy year at TPAV. Inside, we take a look
at what has been achieved for members by the
many departments that make up The Association
over the course of the year.

Help is on hand at TPAV

We also get to know TPAV's Wellbeing Services
team and the array of important services they
provide to members and their families. From early
intervention to referrals to mental health support
including the Blue Hub program and assistance
for members who are injured, when members
find themselves in a time of need, the Wellbeing
Services team is there to help. Get to know who is
on the other end of the phone, inside.

Counting the cost of members' health

Speaking of member wellbeing, Victoria Police's
commitment to help protect and treat members'
mental health by establishing six Health and
Wellbeing hubs across the state, has been
paused indefinitely.

After the rollout of the first two hubs in the state's
east and west, Victoria Police has told TPAV it
can't commit to opening the four remaining sites.
Inside, we tell you why.



Cover image: Wayne Gatt addresses
members at the Academy Breaking Point.



PRESIDENT'S MESSAGE by Karl David

It's the season for reason

Ordinarily as President, I'd send you a message at this time of year wishing you the very best for Christmas, urging you to be safe and hoping that you manage to find the opportunity to spend some time with your family and reflect on the year that was.

As police officers, PSOs and people, we like to put a full stop on the year that was and prepare for a fresh start in the new year.

But to do that this year would ignore the predicament we find ourselves in. There's no full stop at the end of 2024, only a comma and a question mark.

I share your frustration, anger and in some circumstances, total dismay at how at Christmas time, a force can find itself still in dispute over a pay and conditions deal that should have been dealt with and finalised months ago.

But that is our reality this December. Members head into the Christmas period, with all its expenses and challenges for families, without the pay rise you all so richly deserve.

It's not how it should be.

But, in the face of this predicament, your collective resilience has shone through.

As a membership, you've stood up in great numbers and found a united voice to tell the government and the employer that you deserve to be treated better. That your families deserve to be treated better.

This road has been a long one, with members now four months into another campaign of industrial action. And, this hasn't been just any campaign, the recent wave of workplace stoppages has never been undertaken by police and PSOs in this state before.

So, instead this Christmas I hope you can take some small solace in the fact that as a membership you have done all YOU can to this point to end the cycle of unpaid work you've performed for too long and fight for a fair pay rise.

On the other side of the fence, I hope those who have stonewalled your efforts, who have undermined, ignored and fought your right to fair pay and conditions, reflect on the impact THEY'VE had.

My message to them is this: Nothing is irreparable. Nothing is unsolvable.

There is no better time than now to sit down at the table, talk and sort this out. Our members deserve that small gesture of good will.



“
Nothing is irreparable.
Nothing is unsolvable.”



I'VE SEEN YOU AT BREAKING POINT

SECRETARY'S REPORT by Wayne Gatt



Standing shoulder to shoulder with your equally hard-working, underpaid and unappreciated colleague as you've just walked defiantly out of the doors of your station would feel somewhat empowering, I'd imagine.

Particularly given the way you've been treated, the lack of respect you've been afforded and the uncertainty you've been dealt by your employer and the Government over this long-drawn-out dispute over your future work and conditions.

I had a different vantage point. I wasn't amongst the crowd as many of you were in your hundreds. I had the great privilege several times over of standing in front of it, as I traversed the state, speaking to members and the media about why you deserve to be treated better and about why we won't rest until you are.

Inspiring view

My view was an inspiring one. We can't escape the fact that at times during this dispute, division has emerged. Every EBA is testing on the membership because every member has a large stake in the end result. It's your future, your family's future, the work you do for the community, the blood, sweat and tears that mark your years in this job.

But when I looked out on the sea of blue, of recruits and Commanders and every rank in between as we launched this escalated action at the Academy on 14 November, I saw a membership united in its struggle for a better future both individually and collectively.

More than 400 members led the charge, carrying a banner that declared each individual station a 'Breaking Point' both figuratively on the day of their walk out, and literally, as part of a police force stretched paper thin by more than 1,000 vacancies and an additional 700 members off on long-term sick leave.

As I told members assembled on View Mount Road that morning: "These gates are where all of you first walked into your career in policing and today, we're walking out of them, because the job you walked into is far more challenging and unrewarded than it was when you arrived."

Breaking point

When the VPC staged its 'Breaking Point' walk out, I told the hundreds of members assembled on the forecourt of our headquarters that, "this place is the heartbeat of policing in Victoria, and today it stops".

It stopped like so many other stations across Victoria, because you as a membership said, 'we've had enough'. It was the line in the sand that we have urged the Government and the employer not to walk over, but to acknowledge and deal with.

Every police station and work unit that I visited along with our Delegates, Board members and TPAV staff during



These gates are where all of you first walked into your career in policing and today, we're walking out of them, because the job you walked into is far more challenging and unrewarded than it was when you arrived.

November had their own stories to tell as to what had led them to their breaking point and what would help to rebuild the job they once knew.

The inspiring thing about this campaign is that we are no longer talking in a bubble about the modern challenges of the job, the need to end unpaid work, the frustrating revolving door of justice and the need to receive a fair pay rise to keep up with the cost of living. We are talking to the community, or should I say, you are talking to the community.

The media cut through has been immense and it's a credit to the many members who have used this Protected Industrial Action to tell their stories. As your Secretary, it's my job to be your voice, but only you can tell your own individual stories of being assaulted on the job, spat on, abused, rammed, of trying to stop an offender, comfort a victim of crime or fight the daily fight against a rising wave of crime that is swallowing you up.



It's your future, your family's future, the work you do for the community, the blood, sweat and tears that mark your years in this job.

We won't be silenced

As your union, we are continuing to fight for your right to be heard, a right that Victoria Police is seeking to take away via its application to the Fair Work Commission for an Intractable Bargaining Declaration. Essentially, it wants to end your right to take protected industrial action and handball responsibility for your future pay and conditions to a third party.

As many of you will have seen or read, TPAV has fought bitterly against this application. At the time of writing, the Fair Work Commission was yet to make a ruling on the application.

We are the only force in the land that has been taken to the Fair Work Commission (or a state equivalent) by its Chief Commissioner.

Governments and commands in NSW and Federally have instead sat down at the bargaining table with their members and resolved to pay them fairly, while the Government in WA has just issued its third pay offer to police to settle their dispute. It's not been easy in any state but they have stuck with it, when it got tough, they persevered.

In Victoria, we've had one opportunity. One. Then everyone gave up.

By contrast, our nurses had to wait just 10 days before the Government upped its offer to a figure they were willing to accept.

So, why are we left swinging in the wind as Victoria Police and the Government try to subcontract their responsibility to you, out to a Fair Work Commissioner?

Police and governments are responsible for solving problems, not creating them. It's time they rolled up their sleeves and did their job.

I can't provide you with many certainties from hereon as to where this dispute will go or how it will eventually be resolved, but I will give you this undertaking: we will continue to fight on your behalf for the best possible outcome. We'll fight for a fair pay rise and an end to the unpaid work you've performed for far too long.

In the commission if we must or at the bargaining table if we are afforded that respect.

Finally, I urge you to keep in mind that in this dispute, just as in each day you put on the uniform, you are all fighting the same fight for the same cause.

Continue to stand shoulder to shoulder, as you've done during these work stoppages. We are stronger together.



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[^] GST is not payable on the purchase price of a vehicle financed through a novated lease (GST savings are calculated on the FBT base value of the vehicle, up to the claimable limit [\$6,334 in FY2024-25] unless exempt).

^{^^} To be able to salary package a used or current car, it must be under 15 years old at the end of the lease.

* Fringe Benefits Tax (FBT) exemption available for eligible electric, plug-in hybrid or hydrogen cell vehicles purchased through a novated lease up to the Luxury Car Tax limit (\$91,387 in FY 2024-25). Plug-in Hybrid Electric Vehicles will only be eligible for the exemption if a quote is signed and returned to us on or before 31 March 2025.

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COVER LIKE NO OTHER

Visit the dentist to avoid hospital

Dental conditions were a leading cause of potentially preventable hospital admissions from 2020–2022, according to a new report by the Australian Institute of Health and Welfare.

It found that out of every 100,000 people, 323 were admitted to hospital for preventable dental conditions in 2020–21, and 306 in 2021–22 — the highest rate among all clinical categories.

These dental conditions include periodontal diseases, gingivitis and a range of other mouth related diseases.

Dentist's stats add to concern

The Australian Dental Association's (ADA) 2024 Australia's Adult Oral Health Tracker also found that;

- 32% of adults have untreated tooth decay, well above their 20% target
- 29% of adults have periodontal pockets larger than 4mm, almost double the ADA's target of 17%

The ADA report also found that almost 11 in every 1,000 children aged 5–9 were admitted to Australian hospitals

for preventable dental conditions in 2021–2022, compared to 9.5 per 1,000 in 2018.

So, how often should you go to the dentist?

The Australian Dental Foundation and Healthdirect highlight the many benefits of regular dentist visits, including:

- Identifying early signs of dental issues such as cavities, gum disease, oral cancer and teeth misalignment
- Treatments are not only simpler but less expensive than emergency procedures (which often require hospitalisation)

Regular visits can also help identify risks so that preventive strategies can be put in place.

Most dentists recommend a routine dental check-up every 6 to 12 months.

The Australian Dental Association says regular routine check-ups are important – not just for the teeth but also the gums and the mouth as a whole.

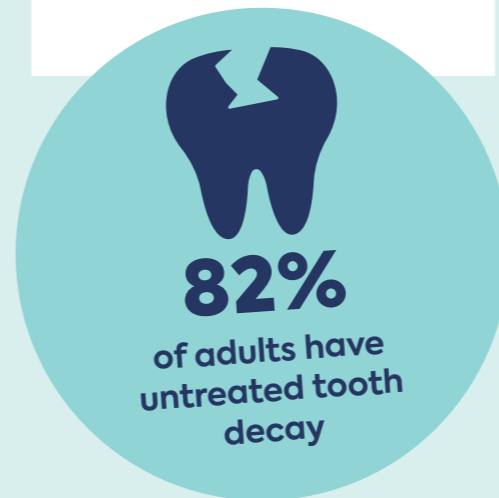
Making use of your Health Insurance dental benefits

Extras cover usually includes benefits for both General Dental and Major Dental.

Police Health's Rolling Extras Cover creates greater value for members by covering more services under General Dental, which has no annual limit[^]. This means Major Dental benefits are not exhausted by routine services and will be available if you need more complex dental services.

You can see how Police Health compares on the right.

General Dental Inclusions Comparison	
Most other funds	Police Health
☑ Check ups	☑ Check ups
☑ X-rays	☑ X-rays
☑ Extractions	☑ Extractions
☑ Oral exams/consults	☑ Oral exams/consults
☑ Scale & clean	☑ Scale & clean
☑ Fillings	☑ Fillings
☑ Mouth guards	☑ Mouth guards
☑ Specialist visits	☑ Specialist visits
⊗ Root canal/Endodontic treatment	☑ Root canal/Endodontic treatment
⊗ Simple & surgical extractions	☑ Simple & surgical extractions
⊗ Periodontic Treatment	☑ Periodontic Treatment



Police Health Extras Benefits				
Benefit	Waiting Period*	Includes	Annual Max Per Person	Rollover Max Per Person ¹
General Dental	2 months	Benefits are paid at up to 80% of the provider charge, at your choice of provider, up to the set item limit for the following: <ul style="list-style-type: none"> • Check-ups • X-rays • Extractions • Fillings • Endodontic treatment • Periodontic treatment Maximum of 2 Oral exams/consults, 2 Scale and Cleans, 1 Mouth Guard per person per calendar year.	Unlimited ²	N/A
Major Dental	12 months <i>Rollover Maximums available after 2 years membership.</i>	Benefits are paid at up to 80% back, at your choice of provider up to the item limit for the following: <ul style="list-style-type: none"> • Crowns • Dentures • Inlays • Implants 	\$1,500	\$3,000

UNIQUE ROLLOVER BENEFIT

Police Health also provides a unique Rollover Benefit, which allows members to roll over unused annual limits from one calendar year to the next¹.

These benefits leave Police Health members at an advantage when it comes to protecting their oral health.

To enjoy great dental cover with Police Health, call 1800 603 603 or visit policehealth.com.au

* Waiting periods do not apply to benefits for treatments in relation to accidents.

1. Rollover Maximum available after 12 months membership with extras cover, except major dental which requires 2 years of membership.

2. Some service limits apply.

[^]All benefits may be subject to Waiting Periods, Limits and other conditions.

[^]Some service limits apply.

BATTLE STATIONS

It began at Broadmeadows and the Police Academy on 14 November and quickly caught fire across metropolitan Melbourne and regional Victoria – members walking out of their stations in unison and turning their back on systemic unpaid work and unfair pay.

WALKING THE TALK

After a long and frustrating EBA campaign that has spanned 18 months, members could be forgiven for feeling bruised, battle weary and unmotivated. But, their collective commitment to fighting for their futures endured, as industrial action escalated to a point never before seen in this state.

In 1999 a handful of officers walked out of Frankston police station to highlight dire resourcing issues in the area. In 2024, whole stations emptied and members walked out the doors holding banners declaring 'breaking point' as the resourcing crisis, fair pay and an end to unpaid work became the platform for their action.

Up to a thousand members walked out of the front doors of Victoria Police Centre on 29 November, more than 400 members spilled from the buildings at the Academy and dozens of members at regional and suburban stations gathered outside their stations for 30 minutes in protest at the lack of a fair pay and conditions offer.

At each work stoppage, members raised their hands in agreement as motions decrying the conduct of both Victoria Police and the Government during this EBA were passed.

Continued overleaf →





VPC work stoppage



“

The VPC is the heartbeat of the force, and on 29 November, the heartbeat stopped, because members are angry they are being left in limbo.

Bendigo

“If the Government and Victoria Police thought our members would just sit by and let their futures be decided for them, or that their will to take action and make their frustrations known would wane, this certainly made them take notice,” TPAV Secretary Wayne Gatt said.

“Police and PSOs don’t do this lightly. They don’t walk out of their stations every day and say ‘I’ve had enough’ but this time they did and it says a lot about the way they’re feeling about an organisation that many members feel has abandoned them and their needs.”

“Our members urged us to escalate action. We did and they didn’t shy away from it, they embraced it, because they care about their future, the future of the person in blue standing next to them and the future of the uniform they wear.”

Action taken at the Academy and the VPC was particularly significant.

“The Academy is where you first walk into policing and on 14 November, they walked out in frustration,” Wayne said.

“The VPC is the heartbeat of the force, and on 29 November, the heartbeat stopped, because members are angry they are being left in limbo.”

Continued overleaf →



“**Police and PSOs don’t do this lightly. They don’t walk out of their stations every day and say ‘I’ve had enough’.**”



Croydon

VPC





Boroondara

“*The Academy and Broady lit the fuse, but every other station that followed, big and small kept that fire burning.*”



Frankston



Heidelberg



Fawkner



A STATE OF ACTION

This EBA campaign has seen members commit to a range of actions to let the government, the employer and the community know that they feel they are worth more than what they've been offered.

From scrawling messages on police cars, to sitting off speed cameras to alert motorists and deny the government revenue, interrupting government press conferences, withholding statistical reports and talking freely and openly to the media about the issues they are facing in their jobs, members have shown

a level of commitment and passion that simply hasn't been matched by the decision makers who have the power to end this dispute.

But no action has had more impact than this recent campaign of rolling state-wide work stoppages.

“The Academy and Broady lit the fuse, but every other station that followed, big and small kept that fire burning,” Wayne said.

The campaign took in work stoppages at Keilor Downs, Melbourne North, Croydon, St Kilda, Fawkner, Frankston, Shepparton, Preston, Bayside, Dandenong, Northcote, Wodonga, Boroondara and Mill Park.

“Your elected Delegates, your elected Board and many TPAV staff have worked tirelessly to make this happen, and members responded in great numbers and in great strength.”



Keilor Downs

Werribee



Wodonga



Mill Park



Shepparton



Melbourne North



St Kilda

There was significant media coverage of the campaign in both local and metropolitan media, with members often speaking directly to journalists about their plight.

Stoppages held on 21 November had a distinctly political edge as members staged simultaneous walk outs in and near the electorates of Premier Jacinta

Allan (Bendigo) and Police Minister Anthony Carbines (Heidelberg), urging them both to listen to police and PSOs and work to address their needs and concerns.

Amid the rolling work stoppages, TPAV appeared at the Fair Work Commission to fight an application by Victoria Police to have the dispute declared

‘intractable’ and hand responsibility for resolving it to the FWC.

In its submission, TPAV urged Victoria Police to return to the table and negotiate further and help secure their members’ future.

The FWC will hand down its decision by years end.

Looking back on 2024

2024 was another busy year for The Police Association. While all matters EBA were the focus, each arm of TPAV's operations continued to represent members on a range of issues. Here, we look back on some of the achievements that shaped our advocacy in 2024.

Industrial relations

- ✓ TPAV settled a Federal Court case against Victoria Police, securing a victory over alleged breaches of the EBA concerning roster changes for Highway Patrol officers.
- ✓ TPAV has filed a formal dispute with the Fair Work Commission over Victoria Police's plan to shift the start of night shifts from Sunday to Thursday. The proposal would reduce rest days after night shifts to four and increase weekend shifts for members.
- ✓ TPAV successfully lobbied the Victorian Government to amend the Fair Work (Commonwealth Powers) Act 2009, ensuring unresolved EBA conditions can be addressed by the Fair Work Commission. A Bill is expected to be introduced in Parliament soon.
- ✓ TPAV appeared before the Fair Work Commission in relation to Operation Impactor and the use of Detectives performing overtime outside the flow of work of a Detective, after Victoria Police agreed to pay overtime and then reneged on that agreement.

Legal and discipline

In 2024, the Legal and Discipline team handled:

- ✓ 52 member applications for Legal Representation Cost Fund (LRCF) access.
- ✓ 120 cases involving disciplinary charges, suspensions, and under-performance.
- ✓ 54 discipline hearings with member representation.
- ✓ 3,557 incoming calls.

Member advocacy and support

- ✓ After years of TPAV advocacy, the Government announced in April 2024 that it would not establish a Medically Supervised Injecting Centre in Melbourne's CBD.
- ✓ TPAV ensured that members assisting at the ASEAN Conference and Land Forces Expo received fair travel and accommodation entitlements.
- ✓ TPAV successfully lobbied the State Government to secure funding for tasers for operational police officers.
- ✓ TPAV led federal advocacy efforts, pushing for Fringe Benefits Tax exemptions for police and PSOs, and for superannuation improvements aimed at lowering the preservation age, ahead of the next federal election.
- ✓ TPAV has partnered with genU to offer members free online training courses focused on identifying and responding to family violence risks, as well as skills related to alcohol and other drugs.



Future proofing TPAV



- ✓ After considerable work, the TPAV Members' Centre is now available **for hire year-round, seven days a week.**
- ✓ Members can now hire out:
 - **Level 5:** which features a licensed bar, an alfresco area with MCG views, and can host up to 250 guests for private or corporate events, including weddings, birthdays and engagements.
 - **Level 4:** which offers a versatile training centre with four rooms that can combine to host up to 300 people, with individual rooms accommodating up to 55. The space includes full AV integration, MS Teams functionality, and a café area overlooking Rod Laver Arena, ideal for professional development and larger gatherings.

Wellbeing

- ✓ TPAV renegotiated its partnership with TELUS Health, **securing additional benefits**, including 400 hours annually for onsite physical health checks and up to 100 hours for health training workshops.
- ✓ TPAV Wellbeing have managed over **12,000 interactions** from the 1 January.
- ✓ BlueHub has over **400 members** in treatment.
- ✓ TPAV's BlueHub is **now recognised as a student placement site** for provisional psychologists completing their Master's in Clinical Psychology at Monash University.
- ✓ Over **150 members** have been discharged from BlueHub.
- ✓ **Reduced wait times** to access BlueHub.
- ✓ BlueHub involved in a **PTSD and sleep research project** from Monash University.



OH&S

- ✓ TPAV was active in both an Industrial and OH&S sense in relation to Operation Bastion (Land Forces Exhibition), **including advice to members and advocacy to WorkSafe in relation to PPE and appropriate access to warm clothing.**
- ✓ TPAV continued to advocate on members safety with:
 - an increased effort to **empower members** to escalate safety issues via the Hazard Notification in HR Assist.
 - **Greater engagement with WorkSafe Victoria** representing members concerns regarding Victoria Police's failure to provide a safe workplace, failure to consult especially with HSRs and discrimination against members raising safety issues.
- ✓ TPAV continued to deliver best practice Health & Safety Representative (HSR) courses with over **200 Victoria Police staff attending.**
- ✓ Held **371 elections** for HSR & Deputy HSR run by TPAV on behalf of Victoria Police.
- ✓ Dealt with more than **3,800 OHS specific interactions with members.**



Communications and research



- ✓ TPAV launched a **new mobile-friendly website** with enhanced navigation, search functionality, and a secure member portal for updating information and accessing updates.
- ✓ TPAV partnered with **16 additional retailers** and expanded current discounts to Peter Jackson, brought back a deal with Costco, formed a new partnership with Flexi Car and renewed our partnerships with Adidas to include access to their flagship corporate store in Cremorne.
- ✓ Conducted **multiple member-focused feedback surveys** to assess members' experience with TPAV services.
- ✓ **TPAV made submissions to state and federal governments on various legislative changes**, including those related to menopause and perimenopause, counter-terrorism laws on prohibited hate symbols, workplace drug testing in Victoria, and the operation of the *Freedom of Information Act 1982*.



When you need backup, **WE'RE HERE**

When members are at their lowest ebb, facing challenges that seem overwhelming or need advice and support to help them navigate life and work issues, these are the voices on the other end of the line.

And, with 10,000 interactions with members since the start of this year alone, the demand for the help that TPAV's Wellbeing Services team provides, has never been higher.

Early intervention

"In many circumstances, an initial interaction turns into months and years of ongoing support," said TPAV Wellbeing Services Manager, Vilay Phengrasmy.

"The Wellbeing team believes that early intervention is key, and we encourage members to reach out if they or someone they know requires assistance. From experience, we know that the earlier a member seeks support, the better."

TPAV's Wellbeing Services team comprises nine dedicated officers who are often the first point of contact when a member is doing it tough and are often there for members throughout their time with Victoria Police and beyond.

"Essentially, we're here to help members, be it having difficult conversations, providing advice and guidance on challenges that a member may be facing or referring them to specialised services that they may not even know are open to them," Vilay said.

Confidential help

For many members experiencing a decline in their mental health, it can be overwhelming deciding where to start to seek help in a complex mental health system. The TPAV Wellbeing team provides discreet and confidential information to members about the support options available, helping to make the experience of asking for support less daunting.

After speaking to a member about the challenges they are facing, a Wellbeing officer can draw on referrals for short-term counselling through our Employee Assistance Program (EAP), as



Scan for more information about the range of services and resources offered by TPAV Wellbeing

well as engagement through BlueHub, a specialised service that enables members with a diagnosed work-related trauma injury to receive specific, evidence-based and outcome-driven treatment.

"Our job is to link members with the best treatment pathways that are tailored to the specific challenges they are trying to overcome," Vilay said.

"Policing is a unique job with its own unique issues, that's why we created BlueHub, a program that allows members experiencing a trauma-related injury to receive specialist support from experienced clinicians with a strong understanding of the unique needs of police."

BlueHub, which currently has more than 400 police and PSO members in treatment and 191 concluding their treatment, has grown significantly over the past year. The focus of the program now is on expanding the network of clinicians across the state in order to reduce wait times for members seeking treatment.

Other services

The services offered by TPAV's Wellbeing Services team extend to assisting members who have been injured and offering proactive outreach and in-person presentations to members.

"We assist members in navigating the preliminary parts of the workers compensation process when they have been injured in the course of duty, all the way to the end of their career, providing pathways and guidance to enjoy the next phase of their lives after a decorated career with Victoria Police," Vilay said.

In emergency circumstances, TPAV's Wellbeing Services team is also

there for members and can provide financial hardship assistance in some circumstances.

In the unfortunate event of a member, a member's spouse or their dependent child passing away, TPAV Wellbeing facilitates the administration of a death benefit payment to the member or their nominated TPAV beneficiary.

It's who we are

Vilay says his team are exceptional at what they do and many members can attest to the difference they've made to their lives and wellbeing.

"It's the diversity of skills, experience and approach that each of our officers brings that allows the team to look after members' needs so comprehensively," Vilay said.

"When speaking to each of them, you hear that they are passionate in their support of members and are facilitating the best possible outcome tailored to the needs of the member they are looking after."

For more information about the range of services and resources offered by TPAV Wellbeing, head to www.tpav.org.au/wellbeing-services



TPAV and members were there for us when we needed them

By Sharon Holt

My husband Gerry Mercovich started at the Academy in Squad 37 of 2001, graduating in April 2002. He joined TPAV while first at the Academy and remained a TPAV member to the time he passed away suddenly in June 2024.

Gerry would have been reassured to know that even after his passing, TPAV's Wellbeing Case Officers have been there for our daughter and I, from arranging things like reimbursing hospital carpark fees, right through to arranging money towards paying his funeral costs.

So many members have reached out to share their thoughts about Gerry, and what he meant to them. Many spoke of his big physical presence, and its contrast with his quiet, calm demeanour. They also described him as both a gentleman and "the great man" many times over. "A man of huge stature only matched by the heart within," said a squad mate.

Quite a few mentioned the direct impact Gerry had on supporting them with furthering their careers, with one colleague saying that he "did a great deal for me personally to develop into a detective and beyond".

Another quote that summed up what so many said: "Thoroughness, perseverance and drive to achieve excellence were what he was all about. All this wrapped up in a humble, unassuming gentleman." Others spoke of his love of Star Wars, always on display with the Chewbacca tone for text messages. Gerry's sense of humour was often mentioned too. Thank you to all for sharing your memories of him, it means so much.

There are many members I want to publicly thank, but there's only room for a few here. To the Academy staff and Event Planning unit, who put on a beautifully organised, seamless, respectful funeral, befitting someone like Gerry.

To the Mounted Branch members, for your amazing skills, and for your kindness, letting our daughter's friends pat the horses too. To Highway Patrol for the Solos and the traffic management for the procession out of the Academy (I'm told stopping the traffic for Gerry's procession even made it onto Jacqui Felgate's 3AW show that afternoon; that would have made Gerry smile).

Detective Inspector Julie Macdonald for organising all units to make the funeral what it was (and for your support and kindness since), DSSgt Brad Towers too. Inspector Carla McIntyre for helping me manage all aspects of funeral organisation, and your friendship and amazing support to all three of us.

To Haydn, Raj, Ben, Anthony and Andrew for being hearse guards, and great friends and colleagues to Gerry. A special mention for two people who were not just police family, but actual family too: Gerry's brother-in-law Leading Senior Constable Jason Lane and cousin Constable Emily McKenzie. Jason and Em were pall bearer and hearse guard respectively, which was so impressive on such a difficult day. Thank you all for giving him the respectful send-off and recognition he deserved.

Rest in peace my darling man. You made a big difference. VicPol won't be the same without you.

FOUR-GONE

CONCLUSION

Four health and wellbeing hubs 'paused' by VicPol to save money

“This issue is driving the cost of workers compensation...”

TPAV Secretary, Wayne Gatt

The rollout of Victoria Police's much heralded Health and Wellbeing Hubs has been 'paused' indefinitely, with the employer citing 'significant budget constraints'.

Broken promises

The six promised hubs to be located across the force were trumpeted in 2022 as "a new and innovative way to address mental injury due to the changing landscape of workplace injury and the rise in mental injury".

While the Eastern Health and Wellbeing Hub at Knox and the Western Hub at Geelong are up and running, four other sites (North-West, Southern, TPSC and Department and Commands) have been shelved because they are deemed too expensive.

TPAV Secretary Wayne Gatt said the hubs were conceived as a direct response to the significant absenteeism within the force as a result of mental injury.

"With mental injuries now comprising 50 per cent of all reported injuries and about 85 per cent of absenteeism, this is an issue that is having a significant impact on the front line. Not only on our members, but our members' capacity to service the community," he said.

While this 'pause' may save money in the short term, it will have a significant and lasting financial impact in the long term.

Victoria Police's work cover premium now exceeds \$270 million and is forecast to rise to well over \$325 million in the absence of any intervention by the employer.

"In short, this issue is driving the cost of workers compensation in Victoria and Victoria Police is one of the major contributors to the cost of looking after workers across the public sector," Wayne said.

"The Government's recent reforms in workers compensation effectively reduced benefits for workers because of rising costs associated with

mental health injury and the workers compensation scheme in general. So, it would be fair to say that the broader community has an interest in Victoria Police's performance when it comes to injury prevention management given its impact on the scheme in general."

Intervention is key

The intervention strategy was to establish these Health and Wellbeing hubs and bring together a team of subject matter experts that would work within regions to support police and PSOs.

Under this strategy:

- Mental health clinicians would be the first point of contact for employees and managers. They would provide mental health and wellbeing support and connect members to appropriate internal and external services.
- Injury management consultants would assist ill and injured employees to remain at or return to work while they recover.
- Educators would work within these teams to promote positive mental health cultures and practices and wellbeing-focused leadership through the delivery of mental health and wellbeing training programs.
- Consultants specifically concerned with psychosocial health and safety would provide coaching guidance regarding safety risk and management.
- Career guidance advisors would assist members with lateral movement in career transition. We know that frustration with promotion systems and development of members has long impacted member morale.

- HR business partners would assist managers with people and change related issues that impact mental health.

"This was a plan to support our members who are facing challenges and turn around what can only be described as a crisis in the mental health and wellbeing of our police and PSOs," Wayne said.

"With more than a 1,000 police vacancies and approximately 690 police absent on WorkCover, representing approximately four per cent of the police and PSO workforce, this is clearly an issue that needs to be addressed."

At what cost?

The Police Association received advice from Victoria Police in July that it would need to pause the rollout of four of these Health and Wellbeing Hubs across the force.

TPAV has raised this issue with the Government, which has advised that no additional funding has been approved for Victoria Police to progress this initiative. At the same time, the force suffers high levels of attrition and recruitment has slowed.

"The health and wellbeing of police officers should remain a priority for the state government and for Victoria – if not for altruistic reasons, then to address the sheer capability deficit that doing nothing presents," Wayne said.

TPAV will continue to advocate for the investment by the government and Victoria Police in the health and wellbeing of our members, particularly through this program.

Thanks for your service

Honouring more than 9,000 years of exceptional service

Two hundred and forty recently-retired TPAV members were honoured at TPAV's annual Retired Members' Dinner event in October.

The retired members who called time on their policing careers during the course of the previous 18 months, had collectively served 9,228 years, at an average of nearly 38 and a half years of service for every retiree being warmly celebrated at the event.

Pushing up the average years of service were five of the retirees being honoured whose length of service in Victoria Police spanned 50 years or greater. This elite group comprised, retired members, Sen Sgt Graham Gooding (57 years), Det Insp Ray McLeod-Dryden (56 years), Sen Sgt Wayne Stokes (54 years), LSC Allan Foskett (52 years) and Det Sen Sgt Joy Murphy (50 years). Joy remains the only woman in Australasia to have served as a sworn police officer for this length of time.

In welcoming guests TPAV Secretary Wayne Gatt lauded this years' group of retired members and the valuable contribution they've made not only to their communities but to their fellow TPAV members.

"Tonight is not about what we're losing as an organisation, although your loyalty will be sorely missed. This is about celebrating your contribution and the excitement of what lays ahead.", said Wayne.

"What we lose in experience and dedication, your families will gain with your presence, your time. They get you back. You should each be immensely proud of what you've contributed to the community".

Wayne also acknowledged the valued contribution of the partners and families of the retirees being honoured.

"I would also like to pay tribute to those in the room who provided so many years of dedicated support that even we could not offer our members. They are the wives, husbands, partners and families of tonight's retirees."

"No one knows better the sacrifices, the hardships, the emotional and physical toll that a job like policing can take on you. And no one can offer the support that you have, over such a long period. This night is as much yours as it is our members'.

"TPAV and Victorians in general owe you a debt of gratitude that cannot be repaid."

"To everyone in this room tonight, I express my sincere gratitude and congratulations. After so many years spent thinking about others, please take this night to think of yourselves and reflect on what you've contributed to the community, to our Association and to your family."

TPAV thanks its proud partners BankVic and ESSSuper — Emergency Services & State Super for their unwavering support of this traditional and always eagerly-anticipated annual event on its calendar.



TPAV was proud to host this annual event and to stand alongside all our retired members throughout their splendid careers.



In Memoriam

Aboriginal and Torres Strait Islander people are advised that the following obituary contains the name and a photo of an Aboriginal person who has passed away.



Senior Sergeant James Egan (VP25110)

TPAV mourns the death of Senior Sergeant James Egan (VP25110) who passed away on Tuesday, 12 November after a brave battle with illness.

James was a valued and much-loved member at Southern Metro Region as the SD2 Regional Training Officer. He leaves behind his wife Janine, who is also a

Victoria Police employee in the Priority & Safer Communities Division, and his two sons Damon and Luke.

Throughout his 39-year career, James demonstrated a strong commitment to the community. He performed duties across the state, including operational duties at Frankston, South Melbourne, Morwell, Traralgon and the one-member station at Raywood, as well as crime prevention roles in Southern Metro and Eastern regions.

James was an outstanding mentor which was realised through his years as an OSTT instructor and later in his most recent training position in SD2.

James was a proud Gunditjmara, Yorta Yorta and Bangerang man and is the longest serving Aboriginal employee of Victoria Police. He worked tirelessly to educate his colleagues on Aboriginal history and culture and was approached to lead and develop the Aboriginal

Culture Awareness Training program for statewide implementation. He delivered training to thousands of members across the state, including Executive Command. James was an active member of the Aboriginal Employee Network Council and an integral member of the Victoria Police Museum Aboriginal Working Group.

Recently, James was acknowledged for his service by being among the first Victoria Police employees to be awarded the Victoria Police Aboriginal Service Medal.

James was a keen sportsman in his younger days, widely acknowledged as a very talented cricketer. James was extremely proud of his two boys who have excelled in their own endeavours. Damon is the current captain of the Prahran Cricket Club and Luke recently graduated in Medicine at Monash University.

Vale Senior Sergeant James Egan.

Vale Ian 'Bluey' Fountain

We mourn the sad passing of TPAV Life Member, Ian 'Bluey' Fountain who died peacefully at his home last month.

While 'Bluey' served TPAV and his colleagues with stints as a TPAV Delegate and Board member, his true calling was in helping them cope with the often unforgiving demands of police work.

His passion for the welfare of his colleagues remained ever-present, even after calling time on his policing career in the late 1980s.

A short time after 'Bluey' officially retired from policing, he was called upon to help and guide around a dozen members

involved in a Coronial Inquiry into a number of shootings tied to the tragic murders of Constables Steven Tynan and Damian Eyre at Walsh Street, South Yarra in 1988.

This work intensified as a criminal case against many of these members was launched in the early 1990s, including criminal trials, which ultimately confirmed their innocence.

'Bluey' became a father-figure for the members involved during this most taxing time in their careers.

'Bluey's' exacting work and commitment to the wellbeing of his colleagues became the reason he was awarded TPAV Life Membership in 1993,



a recognition he had previously described as a 'great honour'.

When we caught up with 'Bluey' a few years ago he reflected on his legacy: "I hope I've left a legacy of helping members, because of lot of members needed it, and for me it was very satisfying work".

Vale Ian 'Bluey' Fountain. Rest in Peace.

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Costco

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Costco is Australia's premium membership club and retailer for top brands and bulk buys.

TPAV members are entitled to receive a **\$20 shop card** upon joining or renewing as a Costco member. Simply head to the membership desk and present your TPAV Digital Membership Card.

If you have already joined for the current year and have not claimed your \$20 shop card, make sure you do so next time you head to Costco.



Adidas

Have you visited the new adiCentre in Cremorne?

Having opened its doors earlier this year, adiCentre Cremorne is home to the latest adidas gear and your favourite fashion staples. Some exclusions apply.

TPAV members are now able to receive an exceptional **40% off** the in-store price at adiCentre Cremorne.

Better still, there is no designated time period when you can visit the adiCentre. Simply book your visit on the adidas app before visiting the store and if you want to visit the store the following day, just book in another visit to the store and you'll be able to shop once again.



For full information on each of these offers, visit our TPAV Member Rewards webpage.



Enjoy! **40%** off the in-store price at adiCentre Cremorne



Molemap

We are proud to partner with Molemap, a pioneer in skin cancer detection for over 25 years across Australia and New Zealand to TPAV Member Rewards.

Specialising in early detection of skin cancer, MoleMap provides the expertise of two specialists in a single appointment. The combination starts with a comprehensive, nurse-led clinical assessment by skilled melanographers which is followed by imaging of any suspicious moles that are sent for expert diagnosis by a dermatologist.

This dual-review approach ensures a highly accurate assessment for better peace of mind.



TPAV members can take advantage of a **25% discount** off Molemap services.



Receive **25%** off services



Dhillon Charter

Have an upcoming family function or planning a weekend away with the crew? A bus hire with Dhillon Charter might be the move for you!

TPAV is excited to team up with Dhillon Charter, specialists in reliable transport solutions. With a fleet of buses of all sizes, ranging from mini-buses to luxury coaches, you will be sure to find a suitable option for your next event.

TPAV members receive a **20% discount** off Dhillon Charter's standard rates. Visit the Dhillon Charter TPAV Member Rewards page for full details and book your favourite bus!



Members receive **20%** DISCOUNT



Hearing loss affects 1 in 7 Australians¹

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Excessive noise exposure is the single most preventable cause of hearing loss in Australia.

Book a *free** hearing check near you today

Call 1800 094 962



*FREE hearing health checks are available to adults 26 years and over. ^This Police Association of Victoria (TPAV) promotion commences on 22nd August 2022 and continues until 31st January 2025 (the "Promotional Period"). TPAV members and their immediate family (spouses, parents and children) are entitled to a 20% discount off any hearing aid(s) purchased from Audika during the Promotional Period (the "Discount"). The Discount is to be applied prior to eligible health funds benefits and government subsidies being paid. The Discount is not available for WorkCover claims, or in conjunction with any other discount or bonus offer. The Discount does not apply to any spend on accessories (such as re-charging units and remote controls), assisted listening devices, batteries and/or maintenance, consumables, spare parts, Ultimate Care package and any other service charge. Clients must show their Police identification card (or if an immediate family, a copy of their family member's card) at the time of ordering to be eligible for the Discount.



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Treated correctly, your ESSS Defined Benefit Fund can be a big factor in helping you enjoy a comfortable retirement. So it's important to weigh up the benefits right now and consider increasing your contribution rate.

With a defined benefit fund, you're guaranteed a lump sum at retirement. It's based on your average final salary multiplied by your 'benefit multiple'. The great news is you have the power to increase your benefit multiple. One of the best ways to do that is to simply increase your contributions.

The sooner you start increasing your contribution rate, the more you can increase your retirement savings. For example, going from 0% to 7% could increase your benefit at retirement by as much as \$495,000*. That's a hefty sum.

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To check or increase your contribution rate, call or visit:

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*Figures based on 30 years of full-time service and a final average salary of \$100,000. Emergency Services Superannuation Board ABN 28 161 296 741 (ESSB) is responsible for administration of the Emergency Services Superannuation Scheme ABN 85 894 637 037 (ESSSuper).

There are complexities, for example you are restricted to changing your contribution rate percentage once per calendar year and grandfathering arrangements apply to ESSS DB Fund members who joined the ESSS DB Fund before 12 May 2009. If you reach your maximum benefit multiple, your contributions will cease. Members who have reached the maximum multiple will be eligible to receive additional contributions from their employer to be paid into the ESSSuper Accumulation Plan. Please refer to the PDS or contact us for more information.

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By Detective Inspector
Kate O'Neill

It's been two years since our very first column in The Journal, and I wish to thank TPAV Secretary Wayne Gatt, his entire team and the membership of TPAV for their ongoing support to their members, and for the support they provide to Victoria Police Legacy.

Stay connected with us!

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THE END OF ANOTHER YEAR



VPL CEO Lex de Man retires from the role as of 31 December 2024 after 8 and half years of service. Lex's commitment to VPL has been unwavering and exemplary. He has given his all to his role as CEO and worked tirelessly to care for police families. His dedication in driving the strategic direction of the organisation, passion to support the Police Legatees, Board, and staff along

with his general desire to make the lives of those around him better through all his community work, has continued to show me how lucky I am to have worked alongside him and be able to call him a friend. He will be missed by us all and I wish him all the best as he embarks of his exciting journey of retirement.

Caring for police families

Many thanks to the members of Victoria Police who support those within the policing family who have a lost a loved one through your generous fortnightly contribution.

If you are not currently contributing and wish to make a real difference in the lives of Police Legatees, scan the QR code and sign up today.

As 2024 comes to an end I can reflect on the year and work done by VPL. We could not achieve these standards without the backing of

our membership, as well as the in-kind support received from Victoria Police which comes to VPL in so many different ways – from the most junior recruit to the Chief Commissioner. We sincerely thank all Victoria Police members for the continuous support they give to VPL.

On behalf of VPL Staff and the Board I wish you all a very merry Christmas, happy holidays, and a safe new year. VPL is looking forward to a busy and exciting 2025 filled with engagement, connection and support.



SHOP TO SUPPORT

police families who have lost a loved one

All proceeds from the VPL shop go directly to support police families who have lost a loved one. Recent additions to the shop include the VPL Cap, ideal for keeping cool this Summer, and our brand new VPL Stress Ball, providing a fantastic physical outlet for stress, tension, and nervous energy.

Shop now via the QR code or visit www.policelegacyvic.org.au/shop



Shop today!
Scan the code



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

Donate today!
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VPL X STEP ONE

VPL X STEP ONE — National Campaign by STEP ONE to support police legacies throughout Australia.

VPL has partnered with STEP ONE to help support members of the Police Family. Designed to support those who serve and protect, Step One Underwear brings unmatched comfort in 4 different styles that feature the Police Legacy Insignia.

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What are you waiting for? Grab a pair today: www.stepone.life/pages/police-legacy-vic



Support The VPL Children's Christmas Appeal

The Gift of Giving — Bring joy to a young police legatee by donating to the Victoria Police Legacy Children's Christmas Appeal, supported by BankVic.

VPL cares for Victoria Police families who have suffered the loss of a loved one, which sadly includes young children who are police legatees.

Help a Police Legatee this Christmas through the VPL Children's Christmas Appeal.

It's amazing how a simple gesture of a gift can make a positive difference.

givenow.com.au/vplchristmas





Victoria Police Legacy Children's Christmas Appeal supported by BankVic



Scan the code now to donate to the appeal or visit givenow.com.au/vplchristmas to donate online.



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SELLING IN THE HOLIDAY SEASON

Is the holiday season a good time to sell or should I wait until early next year? This a question that I have been asked countless times as we get towards the end of the year.

During my real estate career, I always worked through the holiday season and recommended owners sell during this period. Sale prices are always strong, buyer activity high and the average selling time reduced. Here are some reasons why you should consider a sale over the holiday season.

Less competition

Most people don't even consider selling during the holiday season, creating a supply and demand issue. With significantly less homes on the market and plenty of buyers who need to buy, we often see strong competition amongst buyers during this period resulting in a higher sale price for the owners.

There are lots of buyers looking

The holiday season is when most people take their holidays resulting in buyers having more time to look for their new home. Buyers during this period are also less stressed and more relaxed as they are not having to deal with the hustle of normal day-to-day life. Families are also together at this time making it easier for them to view homes which can result in quicker decisions and offers.

Lifestyle locations

Have you ever been on a holiday and thought this would be a great place to live? Well, you are not alone. Lifestyle locations, whether they are by the beach or in a relaxed rural town see a population explosion over the holiday season and amongst these holiday makers are serious buyers. A great example of this is the Mornington Peninsula where the summer holiday season is the busiest time of year.

Depending on your circumstances, if you are in a position where you are selling and can accommodate inspections over the holiday period, I would recommend you consider it due to the above reasons.

The market returns to normal towards the end of January when school goes back and everyone returns to work, so there is a six-week window from mid-December to the end of January to get sold ahead of the pack.



Luke Lawlor 0414 757 705

This is a FREE service to all current & retired members

For more information on Emergency Services Property Advisors, visit the website at espropertyadvisors.com.au, or call Luke directly on 0414 757 705.



Merry Christmas and Happy New Year from the team at ESPA.

ESPA would like to thank all serving members and veterans for their continued support in 2024.



Grey Divorce

Separation is never easy, but when it happens later in life, it comes with unique emotional, financial, and legal challenges.

By James Turnbull, Principal, Berry Family Law



The term ‘grey divorce’ refers to the growing trend of couples aged 50 and older who are choosing to end their marriages.

As life expectancy increases and societal norms shift, grey divorce has become a significant phenomenon, affecting millions of older adults worldwide.

Why Is Grey Divorce on the rise?

There are several reasons why grey divorces have increased over the past few decades:

- 1. Increased Life Expectancy:** People are living longer, and many in their 50s, 60s, and even 70s find themselves with many years ahead. If a relationship is unhappy or unfulfilling, some individuals feel they have the time and energy to start fresh.
- 2. Changing Social Norms:** Divorce has become more socially acceptable. In the past, many couples felt societal or religious pressure to stay together, especially after decades of marriage. Today there is more acceptance of the idea that individuals should seek happiness.

- 3. Financial Independence:** With more women working and gaining financial independence, it has become easier for individuals to leave unsatisfactory relationships without fear of economic ruin.
- 4. Empty Nest Syndrome:** After children grow up and leave home, some couples discover that they’ve grown apart over the years. The common bond of raising children is gone, and they may no longer feel the same connection.

Challenges unique to Grey Divorce

While separation at any age is complicated, grey divorce presents unique challenges:

- 1. Division of Assets:** Couples in grey divorces typically have accumulated more assets than younger couples. These can include homes, investments, and businesses. Dividing these assets equitably is crucial, as older adults have less time to rebuild financially.

- 2. Retirement and Superannuation:** Retirement savings are often a significant concern. In a Grey Divorce, superannuation, pensions, and social security benefits can be split between both parties, potentially reducing each person’s financial security in retirement. This is particularly relevant for TPAV members, who are typically also members of the ESSSuper Defined Benefit Fund, which is one of the strongest superannuation policies available. Many members wish to prioritise and protect this previous resource.
- 3. Spousal Maintenance:** Spousal support can be a critical issue in grey divorces, especially if one partner has been out of the workforce for an extended period. Long-term marriages can result in substantial maintenance payments, particularly when one spouse has been financially dependent on the other.
- 4. Emotional and Family Dynamics:** Grey Divorce can have profound emotional impacts, especially when it

disrupts long-standing family traditions and relationships. Even adult children may struggle to adapt to their parents’ separation, and the social implications of divorce within long-established networks can be challenging.

The Importance of Legal Assistance in Grey Divorce

Grey Divorce is more than just the end of a marriage, it’s a complex process that requires careful legal guidance to ensure both parties’ long-term wellbeing. Here’s why having an experienced family lawyer is essential:

- 1. Asset Protection:** Lawyers specialising in family law can help you understand your rights and ensure a fair distribution of assets. This includes safeguarding real property, investments and superannuation accounts.
- 2. Spousal Maintenance Considerations:** A family lawyer can help ensure that maintenance issues are fairly negotiated and determined, especially

in cases where one spouse was financially dependent on the other.

- 3. Avoiding Costly Mistakes:** Divorce, especially in later life, is filled with potential legal and financial pitfalls. The wrong decision in asset division or failure to account for various issues, such as tax consequences, can have dire results. An experienced family lawyer ensures that your rights are protected and that you make informed decisions.

There are complex and significant issues, and it is therefore important to seek specialist family law advice. We have extensive experience in dealing with these matters, and offer a free initial consultation and ongoing discounted rates to all TPAV members.

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

Four reasons why you should see your own doctor after an injury at work

All workers have the right to expect to go home safe and well at the end of the day.

Unfortunately, workplace injuries happen, and we see first-hand the devastating physical and psychological impact these injuries can have on workers and their families.

If you are injured at work, there's one simple yet important step you can take to make sure you get the best treatment and the best chance of claiming any compensation you are entitled to – see your own doctor.

Why should you see your own doctor after a work injury?

You should always see your own doctor because:

1. **They know you and your medical history**, so they can better diagnose you and recommend the most appropriate treatment for any injuries.
2. **They can provide you with ongoing care for the injury**, taking into consideration any existing health conditions or illnesses.
3. **You are more likely to feel comfortable** speaking to your own doctor rather than a doctor nominated by your employer.

4. **Your own doctor will be better placed to support your rehabilitation** and return to work arrangements and to respond to any requests made by workers' compensation insurers.

What are your rights if you are injured at work?

If you are injured at work, remember:

- **You have the right to see your own doctor.** You can and should see your own doctor.
- **You have the right to privacy.** You should never let an employer representative sit in on your medical appointment with you, no matter how well-meaning it might seem. This is not part of standard workplace injury procedure and can be a tactic to have the circumstances or severity of the injury changed to benefit the employer. Medical appointments are private – you can, and should, refuse to let anyone in with you.

If you have seen a company doctor after an injury at work, it's never too late to change to your own doctor.

What else should you do after an injury at work?

If you have been injured at work and are unsure what to do next, speak to your association representative or seek legal advice as soon as possible, as strict time limits apply for workers' compensation claims.

Maurice Blackburn's experienced WorkCover lawyers have helped thousands of Victorians with claims and are here to help. As a TPAV member, it costs nothing to find out where you stand.

For more information, talk to TPAV's preferred injury lawyers, Maurice Blackburn at www.mauriceblackburn.com.au or free call 1800 810 812.



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Rollover Annual Limits*

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<p>General Dental Unlimited# !!!</p>	<p>Chiro[†] \$700 \$1400</p>	<p>Physio[†] \$850 \$1700</p>
		<p>Get a free cover comparison</p>

*Subject to Waiting Periods and other conditions. Rollover applies once you've completed your first 12 months membership on Rolling Extras (2 years for Major Dental). Rollover benefits do not apply to Health Appliances, School Accident cover and Orthodontics. # Some Dental Service Limits apply to General Dental. † Physiotherapy Annual and Rollover Limits are shared with Exercise Physiology. ‡ Chiropractic Annual and Rollover Limits are shared with Acupuncture, Osteopathy and Complementary Therapies. Other conditions may also apply, contact us for more details. Police Health Limited ABN 86 135 221 519. A registered, not-for-profit, restricted access private health insurer – first established in 1935. © Copyright 2024.

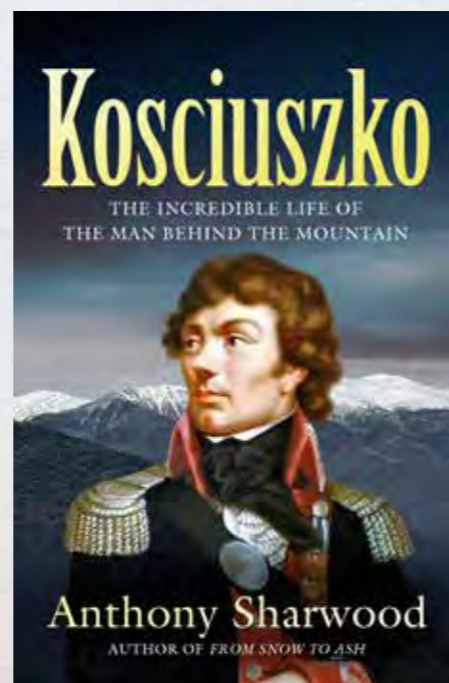
PICK OF THE SHELF



Kosciuszko

By Anthony Sharwood

Published by Hachette Australia



Heroes are hard to come by – but there’s one man whose legend has stood the test of two centuries, and whose name sits on Australia’s highest peak. Tadeusz Kosciuszko: freedom fighter, friend of Thomas Jefferson and champion of liberty on two continents.

Kosciuszko – our iconic highest mountain – is a name familiar to all Australians. But how many people know who the mountain is named after?

Tadeusz Kosciuszko, who lived from 1746 to 1817, is the most famous person Australians probably know absolutely nothing about. A military engineer, freedom fighter, and champion of human rights, this extraordinary revolutionary was crucial to the success of the American War of Independence, then bravely led an uprising against Russia and other invaders in his native Poland, promising freedom and equality to all who joined his cause.

In his day, Kosciuszko was loved and respected across Europe and America. His great friend Thomas Jefferson called

him ‘as pure a son of liberty as I have ever known’, while Kosciuszko would later challenge Jefferson to live up to the famous words ‘All men are created equal’ by bequeathing his American funds to free enslaved people, including those on Jefferson’s plantation.

Anthony Sharwood (*From Snow to Ash; The Brumby Wars*) has spent a lifetime walking, skiing and writing about Kosciuszko National Park. Now he sets off on the trail of the man himself, travelling across the USA, Poland and Switzerland to key sites in Kosciuszko’s life. Returning to Australia where a potential name change from Mt Kosciuszko to an Indigenous name is hotly debated, he walks with the area’s traditional owners and discovers the ancient history of Australia’s highest peak.

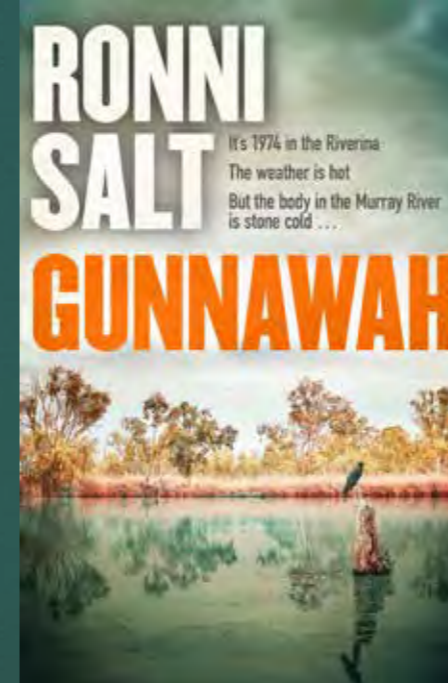
WIN!

YOUR OWN COPY

For your chance to win one of six copies of **Kosciuszko**, simply email journal@tpav.org.au and answer the following question:

In what state is Mount Kosciuszko located?

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



Gunnawah

By Ronni Salt

Published by Hachette Australia

It’s 1974 in the Riverina. The weather is hot. But the body in the Murray River is stone cold...

A captivating and compulsive crime thriller about guns, drugs and a young woman dead on the money.

Riverina 1974:

When nineteen-year-old farmgirl Adelaide Hoffman applies for a cadetship at the *Gunnawah Gazette*, she sees it as her ticket out of a life too small for her. Its owner, Valdene Bullark, sees something of the girl she once was in young Adelaide.

Val puts Adelaide straight to work. What starts as a routine assignment covering an irrigation project soon puts Adelaide on the trail of a much bigger story.

Water is money in farming communities, and when Adelaide starts asking questions, it’s as if she’s poked a stick in a bull-ant’s nest. Violence follows. Someone will do whatever it takes to stop Adelaide and Val finding out how far the river of corruption and crime runs.

Shady deals. Vested interests. A labyrinth of lies. It seems everyone in Gunnawah has a secret to keep. But how many want to stop Adelaide dead?

Set deep in the heart of rural Australia during the era of Gough Whitlam, pub brawls and flared jeans, *Gunnawah* is a compulsive crime thriller of corruption, guns and drugs from Australian Noir’s most arresting new voice.

WIN!

YOUR OWN COPY

For your chance to win one of six copies of **Gunnawah**, simply email journal@tpav.org.au and answer the following question:

Which year did Gough Whitlam become Prime Minister of Australia?

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

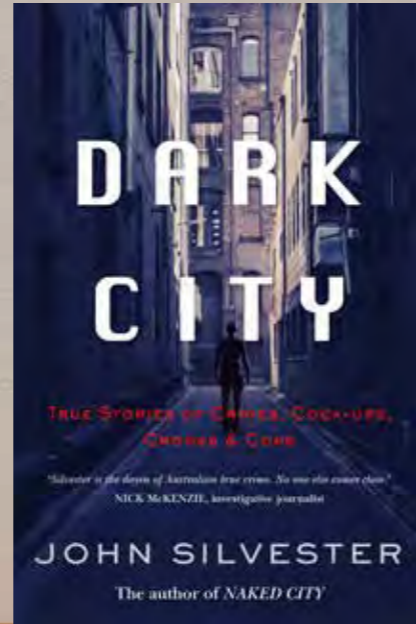
PICK OF THE SHELF



Dark City

By John Silvester

Published by Pan Macmillan Australia



Australia's best and longest-serving crime reporter John Silvester is back with more of his favourite true crime stories in this new collection, *Dark City*.

From madmen to matriarchs, stooges to heroes, eye-watering bungles to sweet justice – strap yourself in for a masterclass in storytelling.

True crime icon John Silvester has been reporting on Australia's criminal underbelly for over forty years.

He holds the keys to the underworld's deep dark secrets, and he's giving you unlimited access into the belly of the beast.

Gritty and compelling, with his trademark wit, insight and humour, *Dark City* is the second riotous collection of stories from 'Sly of the Underworld'.

WIN!

YOUR OWN COPY

For your chance to win one of six copies of **Dark City**, simply email journal@tpav.org.au and answer the following question:

What is the name of the series of books authored by John Silvester, that was later used as the title for a television series based on Melbourne's underworld war?

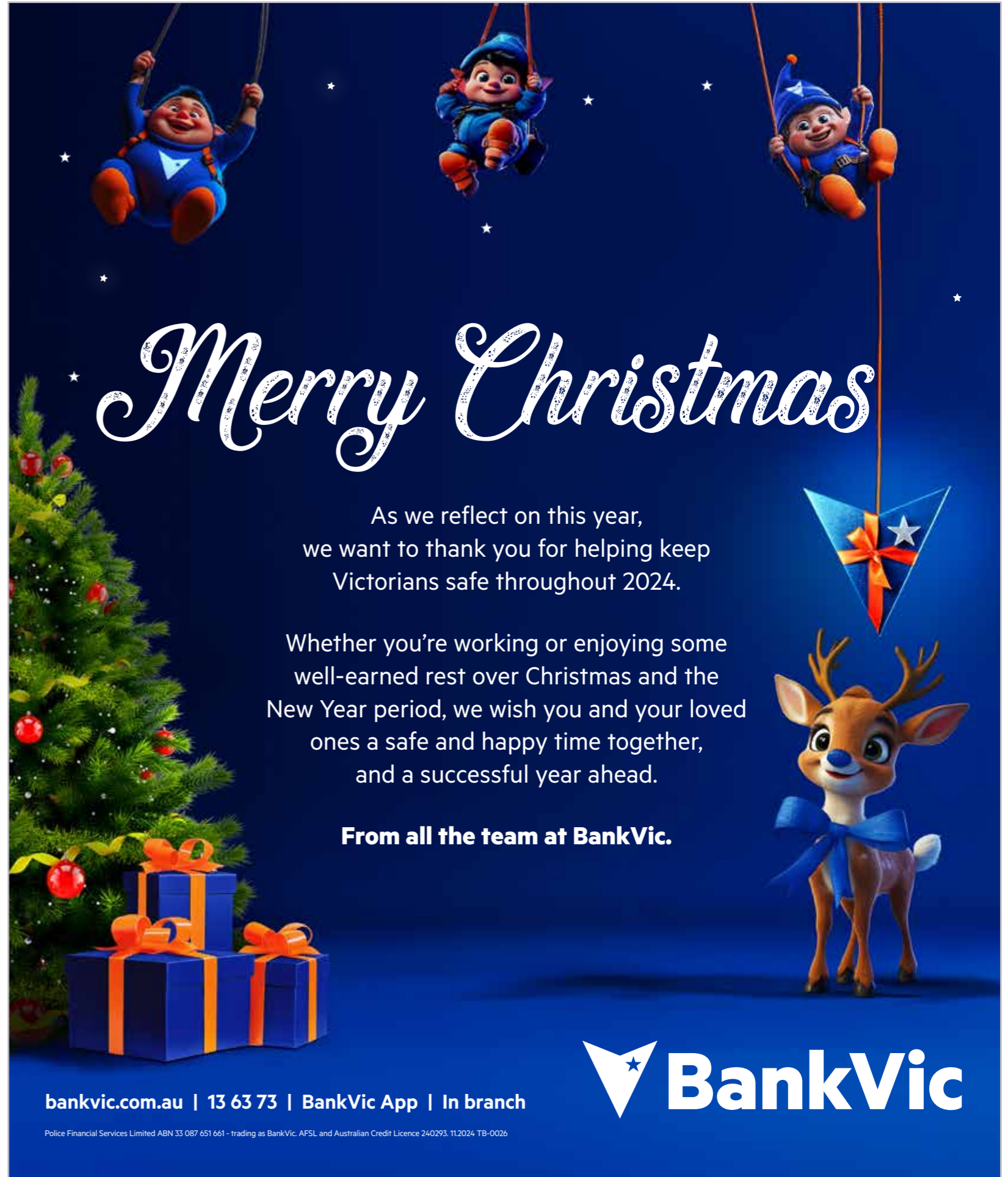
Entrants are asked to please include their full name and registered number, if applicable.

Merry Christmas

As we reflect on this year, we want to thank you for helping keep Victorians safe throughout 2024.

Whether you're working or enjoying some well-earned rest over Christmas and the New Year period, we wish you and your loved ones a safe and happy time together, and a successful year ahead.

From all the team at BankVic.



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