

JUNE 2022

Police Journal



“He just exuded strength and calmness, and that’s what got me through that situation.”

A police ray of light





Police Journal

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“After my own cancer diagnosis at 34, I was determined there was no way I was going through what mum experienced in the public system – in public you’re so easily forgotten and there are such long wait times.”

– Courtney Jensen, Police Health member

Content warning: Courtney’s account of her breast cancer treatment may be upsetting for some readers.

“When my husband was working in policing, I jumped at the chance to join Police Health, despite the fact I worked at a rival major health insurer at the time.

“My mum had a stroke 10 years ago, and that’s when they found her breast cancer. I was very disappointed with what she went through in the public health system.

“After my own cancer diagnosis at 34, I was determined there was no way I was going through what mum experienced in the public system – in public you’re so easily forgotten and there are such long wait times.

“Chemotherapy was very eye-opening for me. I had to go once every three weeks. It was very, very full on. I needed six months off work and it’s permanently done damage to my body. I was very sick and lost my hair. I used to be able to sit on my healthy, long hair and I ended up completely bald.

“By 34 I’d had a double mastectomy and reconstruction. I also had my ovaries removed as genetic testing showed I had a deadly gene mutation called brca2. This meant instant menopause.

“It was really difficult to get through and I know it was difficult for my husband to watch, too.

“I stayed in a very nice private hospital for two-and-a-half-weeks. But a great benefit I really liked about Police Health was that I could access Hospital at Home.

“A nurse came to my house every day to check my wounds. Being able to be in your own home is a really great aspect of Police Health’s cover – that made such a massive difference to my mental health.

“When I was first diagnosed, I was automatically put on the public hospital waiting list. I was diagnosed four years ago, and it was only this year that they called to book me in for my mastectomy. It could have spread into my bones in that time!

“The benefits offered by Police Health are just amazing. I have confidence that when I go to hospital, I know what I’m getting. With my former insurer I had a hospital co-payment rate per day – with Police Health I didn’t have to pay that. Police Health’s Rollover Benefit is awesome too!”

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Since joining Police Health in 2007, Courtney and her husband have received more than \$200k in benefits.

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“Recently an artery sitting behind my implant burst. My husband and I were watching TV when we heard a weird pop. I felt a strange sensation and suddenly my breast was up to my chin. We called an ambulance and they took me to a public hospital, which I really didn’t want to do but given the urgency I had no real choice.

“I was in surgery within an hour. They removed a litre of blood from my chest but they managed to save my implant.

“I didn’t think anything like that could ever happen. I definitely wasn’t prepared. Thank goodness I knew the ambulance was fully covered by Police Health, that was one less thing to worry about.

“During my recovery the staff at the public hospital were lovely, but they were stretched so thin. I’d be waiting up to 30 minutes when I wanted to go to the toilet, because I had to leave my room to use the facilities and I was too wobbly to go on my own.

“They had a private patient liaison officer who



visited every day, asking whether I would use my private insurance in the public hospital. However, during these visits, they didn’t inform me that, if I elected to be a private patient, I may experience out-of-pocket costs.

“Because I had worked in the industry for many years, I knew there was no health benefit for me, personally, if I elected to be treated as a private patient.

“I’ve got my hair back now, and I came up with some tricks and beauty tips that I’m always happy to share with other girls going through the same thing. For me, it was important to still feel beautiful. Losing my hair had more of an impact on me than the actual cancer to be honest.

“I’m so glad I’ve got Police Health with me on my journey. It’s given me peace of mind and made my life so much easier.”

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Police Journal



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EDITOR

Most South Australians remember Melody Horrill as the 7News weekday weather presenter. But what viewers didn't know about her was that she had grown up in a family plagued by chronic domestic violence.

That brought her and the rest of the family into frequent contact with the police – and it was usually Melody who called them. The last violent act between her parents, right in front of her, was an attack her armed father launched on her mother.

After that, Melody desperately needed support – and she got it. First from a detective she would never forget and, later, from the Port River dolphins.

New South Wales MP Chris Hayes didn't stand for re-election last month but he left with the best wishes of police unions from around the country.

Chris had been a long-time supporter of police throughout his years in federal parliament and before that as a consultant to the Police Federation of Australia. Nick Damiani asked him about his time in both roles.

Police Association deputy president Wade Burns considers a memorandum of understanding which, as he explains it, is set to compound the problem of the over-involvement of police in mental-health incidents.

Dr Rod Pearce explains a painful condition known as frozen shoulder, and when surgery might be the best way to deal with it.

Police Association president Mark Carroll responds to Commissioner Grant Stevens on the critical issue of staff shortages and asks: "Which services is he going to cut?"

Brett Williams
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22 Pro police MP bows out

Some politicians get accused of abandoning causes once elected, but Chris Hayes never stopped backing cops in his time in federal parliament.

24 The ultimate life of service

The Police Association last month lost a valued life member whose care and concern for cops was always tough to match.



COVER: Detective Inspector Peter Dunstone (ret) and former 7News weather presenter Melody Horrill. Photography by Steve McCawley.

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Police Association of South Australia

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PRESIDENT
Mark Carroll

Staff numbers allowed to erode, morale rock bottom

SAPOL is floundering under the weight of its own bureaucracy.

It wasn't always this way. At the turn of the century, and for at least a decade-and-a-half more, SAPOL was easily the best police force in the country.

Sure, the department had its shortcomings – and the union led the way on plenty of robust industrial disputes.

But few members feared for SAPOL's ability to adequately deliver police services. Right now, however, many are re-assessing that long-held position.

Staff shortages in SAPOL have never been so severe. Worryingly, the morale of members has taken a hit like nothing I've ever seen.

To understand the extent to which SAPOL has allowed conditions to deteriorate, it helps to revisit some events from 2016.

Back then, we ran a successful campaign called *Recruit 313* which pushed the state government to add another 313 full-time equivalent cops to SA's ranks.

This delivered a much-needed boost

to SAPOL's operation, giving SA a total FTE police force of 4,713.

More than disappointing is that Commissioner Grant Stevens has overseen the erosion of that advantage.

The police-officer-per-capita ratio has decreased significantly since *Recruit 313* owing to population increases, along with an increased demand for services and zero addition to police numbers.

That recruiting outcome presented a once-in-a-lifetime opportunity for SAPOL to maintain one of the best staffed police services in the country.

Instead, it's become the crutch SAPOL has leaned on to avoid an increasingly untenable staffing position.

In fact, SAPOL hasn't even been able to maintain that original benchmark of 4,713 officers. It has fallen way behind in recruiting – three full academy courses, in fact.

That equates to about 90 new officers.

And that's not even including the 160 officers we would need to get the police-per-capita figure back to what it was after *Recruit 313*.

As if that isn't bad enough, we *still* have around 120 additional officers in COVID isolation at any given time.

So, to recap: 90 officers behind on recruiting, 160 behind the levels of a few years ago, and 120 in COVID isolation.

This amounts to a total shortfall of around 370 officers – and that's just to get the force commensurate to post-*Recruit 313* levels.

A police force with such an ongoing officer shortage would, anywhere else in the world, be considered a department in crisis.

The obvious question Commissioner Stevens faces from both association members and the public is: which police services is he cutting to deal with this shortfall?

From which sections have those 370 officers been taken away? It has to be somewhere. Resources don't just appear out of thin air.

Not helping the crippling shortages is an issue members know only too well: SAPOL's failing district policing model.

Earlier this year, Commissioner Stevens wrote that the failure of the DPM was "largely due to the requirement of the COVID-19 emergency response".

This has become SAPOL's ongoing excuse for everything from staffing shortages to cancelling members' leave.

But the DPM was a concept that failed dismally in Western Australia way before the COVID-19 era. It's a real-world example from which SAPOL seems not to have learned.

Members have had enough. This was the overwhelmingly clear message in our recent survey – one of the most extensive member-wide research initiatives we have ever conducted.

SAPOL's problems are ongoing and permanent in the eyes of everyone except, it seems, the organization itself.

One of the solutions the association proposed before the recent state election was the creation of a premier's taskforce.

The purpose of this taskforce is twofold: to review and make recommendations on increasing the

Rolling out the response extended-hours roster and combining the district policing teams with the response teams are both long-overdue solutions.

number of sworn officers and protective security officers recruited over the next decade, and to assist SAPOL's planning in respect of expanding populations and districts.

The PSOs were an initiative we worked on last year to address chronic staffing shortfalls at the height of the COVID response. PSOs are SAPOL employees who can cover a multitude of tasks not requiring sworn police officers – freeing up front-line resources.

The state government has recently committed to the creation of the taskforce, as well as conducting a review into extending the funding for the existing 168 PSOs.

We will continue to work with the government and, indeed, on the taskforce to ensure these sorts of positive outcomes continue for members.

In the meantime, there are a couple of other real-world solutions Commissioner Stevens can implement to immediately alleviate some of the current shortages.

Rolling out the response extended-hours roster and combining the district policing teams with the response teams are both long-overdue solutions.

SAPOL is yet to proceed with the extended-hours roster despite huge support for the model which it first trialled in November 2020.

The overwhelming majority of members endorse the roster, but SAPOL's movement on the issue is painstakingly slow.

It is also clearly evident the 168 PSOs need to become a permanent fixture within SAPOL. The association will push for this at the next premier's taskforce.

Ultimately, Commissioner Stevens must acknowledge how widespread these problems are, then commit to working with the association on solutions.

The mental and physical health of officers – and the safety of the community they protect – depend on SAPOL being independently strong, smart, innovative and resourceful.



PRESIDENT

Mark Carroll

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In members' own words

The Police Association recently commissioned a member-wide survey on SAPOL's staffing and resourcing issues.

Many members took the opportunity to be heard, and their collective response to the survey was compelling. Their remarks left no doubt as to the depths to which morale has sunk:

- Constant shift changes with little notice (sometimes finding out the night before). Changing of roster to work medi-hotels, Gold patrols, border escorts. This has made it difficult to make plans with family/friends and created poor work-life balance.
- As a relieving supervisor, entering into each shift knowing we will be operating short and trying to cover a huge area with minimal staff is draining. We hold on for the end of each rotation and our days off are then (spent) mentally and physically exhausted, time with friends and family is not as high quality because of that fatigue.
- I'm constantly tired. Stressed over low staffing. Can't get paperwork done. No extended hours roster and dangled like a carrot while western lap and laugh it up. No back up at jobs. I despise going to work. Love my people and the job itself but there's just no support for our front line.
- Since being mandated I have experienced extreme lows in my life which has carried over to my family. I have experienced a loss of identity at being forced out of my job having done nothing wrong other than refusing to be injected.
- Stressed from high workload and low staffing. Raised with management and I was treated as the problem.

Our workplace is short staffed at the best of times but it was compulsory to provide two members for gold patrol even if it meant no patrols in the LSA. Management's response was "we will cope." But hard to respond to taskings when there are no patrols.

- The workloads and expectations increased significantly, where we all have to do more with less staff. Trying to place personnel into vacancies to just be able to put a crew on the road was crazy. Personnel having to change shifts, change teams, change their lives about just to accommodate an organization that had little regard for its people was and still is enormous. Then came the workloads, the unacceptable workloads where personnel have to carry those missing from the workplace and in cases there were and still are personnel that are carrying 50% more of their workload than they should be. So, the overwhelming burden continues and it is draining and has a negative impact upon our wellbeing, our home life due to trying to manage the stress of the workplace and then trying to engage with family or friends at the end of a shift. SAPOL have had two years of this and yet they allowed people to be overwhelmed, overworked and given little time for recharging the batteries so to speak, just look at the leave cancellations that are still going on with long-service leave and police service leave.
- I did gold patrols and it was a waste of time. I sat out the front of WCH for an entire shift while a child got medical attention. The rest of the time was door knocks to make sure people were home. Our workplace is short staffed at the best of times but it was compulsory to provide two members for gold patrol even if it meant no patrols in the LSA. Management's response was "we will cope." But hard to respond to taskings when there are no patrols.
- No front-line police, service to the public is a disgrace, I see this in my role each and every day.
- (Concerning is) the manner in which we have criminalised the public who are just trying to go about their daily business without interference from government.
- On-going management and confusing directions for both the public and internally.
- Mandating vaccines, the way people have been treated who don't want the vaccine is appalling.
- Commissioner Stevens backtracking on vaccine mandates. He announced they would not be mandated and later made it a condition of work.
- I am vaccinated and would recommend that every person be vaccinated but the vaccination mandate for all members concerns me greatly.
- Just because you're not doing specific covid duties doesn't mean you're not affected by it, front-line staff have been absolutely smashed in the last two years. Now we're seeing the fallout with multiple suicides. It's horrific.
- COVID-19 has substantially increased stress and workload in the workplace. Little seems to be done to improve morale or support workers.
- Everyone on response is burnt out.
- Honestly I am exhausted, I have been doing covid and still running my court files. We have all done our part to keep the community safe. I would like to see SAPOL just hand out the covid sick leave payments without question. We need to prove we got it at work which is exceptionally hard when you are constantly dealing with members of the public.
- We as a service barely manage day to day with staffing issues pre covid. This has been made so clear during covid that we are not equipped to handle a mass emergency. You are lucky half the workforce didn't go out on stress and sick leave. Overtime and working well (below) satisfactory patrol numbers has been a daily occurrence. The staffing issues are merely not good enough. At any day if SAPOL members went sick or God forbid covid went through the department, everything would have turned to shit. The mere fact coppers just smashed themselves to "make it work" is the only reason this was achieved.



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**POLICE ASSOCIATION
OF SOUTH AUSTRALIA**



A police ray

A young Melody Horrill was stuck in a gruesomely dark, violent place. An SA detective led her part-way out of it before a wild dolphin helped her the rest of the way out.



By Brett Williams

of light



IT WAS a brutal Hollywood movie image. Actor Denzel Washington thrust a corkscrew under the chin and into the mouth of a Russian gangster in *The Equalizer* (2014).

It might have seemed as if the scriptwriters had conceived a fight-scene manoeuvre way beyond the bounds of reality.

But, whether the scriptwriters knew it or not, the depiction was indeed reality. It had played out in Adelaide 28 years earlier in a horrific case of domestic violence.

And former Channel 7 weather presenter Melody Horrill was one of its victims. She was 17 when her enraged father had, with full force, rammed a corkscrew into her mother's face.

Violence between her parents had long plagued the Horrill marriage and family but this attack was close to attempted murder.

John Horrill had struck on April 23, 1986, as his wife, Doreen, was about to enter their daughter's Glenelg North flat.

"My father went up behind her as I opened the door and he attacked her," Horrill says. "I saw the whole thing; and I don't know how I got through that moment but I did.

"I dragged mum inside and the first thing I did was call the police because (from our history of family violence) that was my default situation."

Horrill remembers how she grabbed a towel and slowly unscrewed the corkscrew from just beneath her mother's right eye as blood poured out of the wound.

"It was pretty horrific," she says. "I just acted on instinct."

“It was patently obvious that Melody was going to be a crucial witness in the whole thing. But, quite apart from that, as a person of teen years, she had gone through a really traumatic incident, and we needed to make sure she was okay.”

She did her best to stay calm for her pained, screaming mother and, at the same time, realized she had not secured her front door.

So Horrill moved quickly to her doorway, where she found her father lying in a pool of blood just outside her flat. He had cut his own throat but his daughter, again acting on instinct, attended to him too.

“I realized that my father had tried to take his own life,” she says.

His death two-and-a-half years later would bring her a sense of relief. But then, in 1986, she did not for a moment think of leaving him to die.

“I called the ambulance and the police again,” she says. “I called them twice.”

Among the responding police, paramedics and TV news crews was Darlington CIB detective Peter Dunstone. He knew nothing of the Horrill family and its history of dysfunction.

Uniformed police, on the other hand, had repeatedly responded to DV incidents involving the Horrills and so knew them well.

As Dunstone arrived, paramedics were loading Doreen into an ambulance and treating the unconscious John Horrill.

Shielding the young Horrill from the hostility of the scene and the inquisitive media was an immediate priority for Dunstone.

“Peter was so gentle and so compassionate, and I needed somebody to cling onto right at that moment,” Horrill recalls. “I was feeling pretty fragile.

“He strode in and I could sense real strength in him. He put a blanket over me and led me out to the police car to go to the hospital where the ambulance was taking my mum.

“He covered me over so the TV crews couldn’t get a picture of me and we took off to the Flinders Medical Centre.

“So that’s how I first met Peter. He just exuded strength and calmness, and that’s what got me through that situation. He was a ray of light in a fairly dark place.”

It was important to Dunstone to see that no one could traumatize Horrill any further or strike any more fear into her.

“I still remember fending off the reporters,” he says, “and I just elected not to say anything at that time.

“It was patently obvious that Melody was going to be a crucial witness in the whole thing. But, quite apart from that, as a person of teen years, she had gone through a really traumatic incident, and we needed to make sure she was okay.”

Her father wound up hospitalized and would have to recover before Dunstone could interview him about the attack.

Sri Lankan-born John Horrill was an intelligent man with a degree in engineering. Yet, in that interview, he went into an angry rant, calling his wife a prostitute and failing to address his assault on her.

And it was an attack serious enough for Dunstone to consider charging him with attempted murder.

But perceiving, as he did, the near impossibility of proving the intent to kill, he charged him with assault occasioning grievous bodily harm.

“In real terms, it wasn’t far off being a murder,” he says. “He subjected her to a vicious, horrendous assault.”

HORRILL had seen it all before: arguments, insults, brawls with knives and flying furniture, even bloodshed.

Her memories of the vitriol and violence go all the way back to her early childhood in England. That was before she and her parents and brother immigrated – without her two older sisters – to Australia.

She hoped, but never really expected, life would improve. Indeed, it worsened in Australia, and a terrified young Horrill longed for the protection of her sisters.

“That simmering tension between them (my parents) was always in the house,” she says. “Sometimes it erupted like a volcano and I thought: ‘Oh man, I’m going to need some help here.’

“I was worried they were going to do some physical harm to each other big time, and not just a bloody lip or black eye. I mean something potentially deadly. I was really fearful of that.”

And Horrill herself knew what it was to cop a thumping from her father. One smack across the face, on Christmas Day 1981, landed her on the floor next to her mother, who her father had belted with a wooden coat hanger.

She was just 13 and, with tears streaming down her face, had tried to intervene in one of those parental brawls. As her mother bled from the mouth, she tried to get her dispirited brother to act.

But Mark Horrill had copped plenty of hits in earlier attempts to intervene and now had a leave-them-to-it attitude. He had declared himself out of the interventionist game.

So, Horrill called the police and patrols responded. They brought about “an uneasy peace” which, in the Horrill household, was only ever temporary.

The violence was to continue and Horrill was to keep calling the police.

“It was on an ad hoc basis when things escalated to a certain point where I thought they (my parents) were becoming dangerous,” she says.

“Mum and dad fought a lot but it was only when it got, in my young mind, quite serious that I called the police. And they were regular visitors.

“They were mostly young fellows and a couple of their faces became familiar. It (calling the police) was never something I wanted to do, but I was scared.”

Of course, there was the embarrassment of police repeatedly turning up to the family home in view of the neighbours. But Horrill saw those officers as “bringers of peace”, even if that was only temporary.

She still remembers how comforted she felt by the sight of them walking up the driveway to the house. With no one else for support or to intervene, she knew she could rely on them.

“Back then, there were no services, or very few, for domestic violence,” she says. “So, the police were my go-to, and thank God for the local officers. I remember, as a young girl, thinking: ‘Gee they must have a tough job and yet they’re so courteous and respectful.’

“They never lost their cool. They were always in control and always calm. In fact, they were the calmest things in the house. And they were very polite and respectful to me and made me, as a kid, feel much better.”

In March 1987, almost 12 months after the corkscrew assault, John Horrill fronted up to the Supreme Court to answer for his crime. But, even in that setting, before Justice Graham Prior and the jury, he chose aggression over self-discipline.

Against his own interests, he kept on with the same “prostitute” rant about his wife and shouted abuse at his daughter as she testified against him. Dunstone, who also gave evidence, could hear the outbursts from outside the courtroom.

“The judge actually kicked him out of court, which is a rare thing for a judge to do,” Dunstone says. “But his behaviour was appalling during the course of Melody’s evidence and his wife’s evidence. So, he sat out in the custody area and the trial continued.”

Dunstone could see that the abuse Horrill had copped from her father had left her shaken. He checked to see that she was okay.

“I just complimented her on her courage,” he says. “I told her this was a tough thing for her to do but, to get justice, we needed to finish it. And she was good with that. She dealt with it and finished her evidence.”

Dunstone had maintained contact with Horrill and her mother over the previous 11 months, ever since the attack. He kept them updated on the investigation and the trial and explained their roles as witnesses.

But he also cared deeply about their welfare, particularly how, or if, Horrill would ever “pick herself up” after such an ordeal. It had, after all, lasted almost a year, from the attack until the end of the trial.

For the time and attention Dunstone gave her, Horrill is as grateful today as she was back in 1986-87. She makes the point that “he didn’t have to do that”.

“Because who was I?” she asks. “Just another victim of crime, right?”

“But he made sure I was okay. And it astounded me that somebody would do that, because I came from a family where showing care wasn’t the primary objective.

“So, to have somebody step in and ask me if I was okay, and if I was coping or needed anything, was remarkable. He just assured me it was going to be okay, and I needed to hear that.”

The jury in the case against John Horrill found him guilty of the lesser charge of unlawful wounding. Justice Prior sentenced him to two-and-a-half years’ jail with a non-parole period of 22 months. And, in his sentencing remarks, he referred to psychiatric reports.

“It appears that you are best described as one suffering from morbid jealousy,” Prior said. “Dr Branson says that, unfortunately, this syndrome is one ‘remarkably resistant to any form of treatment...’”

Naturally, after leading the investigation, Dunstone had hoped for a guilty verdict on the more serious charge of GBH. But, ultimately, he “just wanted a conviction” and was pleased to get one.

His contact with Horrill came to an end, except for a post-trial phone call or two. That was to let her know that there would be no appeals against her father’s conviction or sentence.

In his time with Horrill, he had assessed her as a “bright, perceptive, articulate kid” with wisdom beyond her years and the capacity for good decision-making.

She, on the other hand, felt entirely directionless and feared that she would “never escape this nightmare” she had been living.

But she was to prove that Dunstone assessment right when she wisely decided to further her education and took up a part-time Year 12 TAFE course.

“So, to have somebody step in and ask me if I was okay, and if I was coping or needed anything, was remarkable. He just assured me it was going to be okay, and I needed to hear that.”

Later, a week out from her first round of exams, she got a call from her mother. The news was that her father was dead. Released from jail six months earlier, John Horrill had killed himself and his son, Mark, had just identified him.

In a suicide note, he had written of his hatred for his wife and the two children whose lives he had made unbearable.

Police who investigated his 1988 death conducted a search of his home. In the shed, they found knives labelled with the names of his children and their mother.

Despite the suggestion that Horrill should give her Year 12 exams a miss, she sat for them and passed with a high score. That led to her 1990 entry to the University of South Australia where she studied communications and psychology.

MARINE biologist and psychologist Dr Mike Bossley was one of her psychology lecturers. He had, for several years, spent long hours with and studied the Port River dolphins. His findings, based on close-up observations of the creatures, got Horrill immediately interested.

The opportunity to get involved with the Bossley research was irresistible to her. She ended up out on the river in a boat with Bossley and other volunteers every week over the ensuing three years.

The dolphins and their habits came to fascinate her. She watched them play, hunt, and raise their young. Bossley had given some of them names, like Two Notch and Captain Hook. And the more Horrill came to know them, the more she loved them.

As she wrote last year for a newspaper article: "My world and my mind slowly started to expand," and "I saw it as my magical escape where the dolphins and Mike were my family."

The dolphins might not have known it, but they were dragging Horrill out of the darkness of her past. It was part two of her salvation after Dunstone had delivered part one. And she was yet to meet Jock, a solitary dolphin she would relate to and connect with instantly.

Jock spent most of his time hanging around a particular boat in the river

and never joined in with other dolphins. It was possible that he had been an orphan from a young age. To Horrill, he seemed just like her: "lost and alone in the world".

Horrill and Bossley spent a lot of time watching Jock and eventually connected with him through a game with a paddle.

They decided to use his trust in them to coax him out into areas where he might connect with other dolphins. And it worked. After a while, he did start to mix with other pods.

Indeed, on one later visit, Horrill and others found Jock swimming with a pod of dolphins they knew well. He made no move toward his human mates as he normally did.

Now disconnected from Jock, Horrill felt heartbroken. But, at the same time, she knew the reconnection



1. Jock leaping out of the water behind the research boat in 1991.
- 2-3. Playing the paddle game with Jock.
4. Out on the research boat with Mike Bossley last year.
5. Jock pushing Horrill through the water at "breakneck speed".
6. Just hanging out with Jock as he laps up the attention.
7. Reporting on sea lions at Baird Bay for Channel 7.

with his own kind was in his best interests. And when she spotted him for the last time, he was still swimming around as part of a pod.

In 1993, after Horrill had graduated from UniSA and started a PR job, she got a call from Bossley. He told her that Jock had died, possibly as a result of ingesting a pollutant in the river.

Determined to see Bossley's research work continue, Horrill quit her job and, with Bossley and other volunteers, formed the Australian Dolphin Research Foundation. Its purpose was to fund the research and create public awareness of the Port River dolphins and their plight.

This led Horrill into a highly successful media career in which she reported on the environment and science. She became particularly well known to South Australians during a 10-year stint as 7News weather presenter.



“My world and my mind slowly started to expand.”

“I saw it as my magical escape where the dolphins and Mike were my family.”

But Horrill also produced documentaries, like *Dance with a Dolphin* which US network CNN broadcast across the world. That documentary was of some influence in a state government commitment to declare the Port River a dolphin sanctuary.

The sanctuary became a reality in 2005.

DUNSTONE had, like most other South Australians, watched Horrill present the weather of an evening on 7News. He had no idea, however, that she was the successful grown-up version of the teenager he had helped out two decades earlier.

“I saw that it was Melody Horrill and I thought: ‘Oh, that surname’s familiar to me,’” he recalls. “But I didn’t give it any more thought than that. I didn’t associate her with being the daughter and the witness (from all those years earlier).”

And her identity would have remained unknown to him had she not decided to track him down through a mutual police mate, Jonathan Ray, last year. She wanted to thank him for the support he had given her in the aftermath of the attack on her mother.

Handed her phone number and asked to give her a call, Dunstone rang and the two spoke for the first time in 34 years.



“She’s got a real presence about her. She’s a great communicator, has a big personality, and commands attention in the room.”



8. Managing a press conference for the Boxing Day test at the MCG in 2019. 9. Atop a pylon at the Port River to promote the Australian Dolphin Research Foundation in 1993. 10. Hosting a dolphin fundraiser in 2007. 11. In the Channel 10 chopper on the way to report from a country locale in 2000.



“Many things happen in that space of time. You do some things well and other things

not so well. But, in this case, I guess I got it right.”

“She asked if I remembered the matter (of the attack),” he recalls, “and I said: ‘Absolutely, yeah.’ She also said she remembered me putting her in a police car and putting a blanket around her to shield her from the press.”

Horrill has lived in Melbourne since 2014 but she and Dunstone have spoken many times by phone since that first contact and even caught up in person. She has told him how much his support for her mattered back in 1986-87.

Dunstone knows how easily the lives of children raised in family violence can go off the rails in adulthood. So, he delights in the “rich life” Horrill has gone on to enjoy after her loveless childhood.

He describes her as a consummate professional and appreciates the way she invests herself in her conversations with him and others.

“She’s got a real presence about her,” he says. “She’s a great communicator, has a big personality, and commands attention in the room.”

And, like a typical self-effacing cop, Dunstone plays down the high praise Horrill has heaped on him. He calls it

simply a “nice bit of positive feedback” after 40-odd years in policing.

“Many things happen in that space of time,” he says. “You do some things well and other things not so well. But, in this case, I guess I got it right.”

LIVING interstate, as she does now, Horrill sees far less of her beloved Port River dolphins. Naturally, she craves time out on the water with them. Just watching them prompts her to “live in the moment” and exhilarates her.

She remains devoted to their welfare. The sanctuary population has declined by around 30 per cent and the dolphins are prone to strikes by boats and entanglement in fishing debris.

One encouraging sign is the birth of more calves in the past 12 months.

To keep all this in the public mind, and to give hope to other victims of family violence, Horrill last year wrote a book of 300-odd pages. It took her nine months to write.

Released last month, *A Dolphin called Jock* tells of the trauma of her childhood in a dysfunctional family

12. At home with her first copy of *A Dolphin called Jock*. 13. A lunch catch-up with Peter Dunstone early this year.

and how dolphins, particularly Jock, helped her emerge from that misery.

“I really poured my heart into those pages,” she says. “It was difficult writing about my family life. There were days when I just walked away from the computer because I’d cry.”

One of the rewards for Horrill will be any encouragement her book gives children who “feel like they’re in a dark place” they can never escape.

“You’ve got to find that spark of passion,” she insists, “and, for me, I found the dolphins. I know what it’s like to be in the shadows looking for that bit of light, but there’s always hope.” PJ



PRO PO BOWS OUT

POLITICS WAS NEVER CHRIS HAYES' CALLING. The outgoing federal Labor MP (pictured) spent a decade-and-a-half in the Australian Workers Union, first as an industrial officer and later as the assistant national secretary.

He then became a senior adviser to the Police Federation of Australia, a role he carried out with distinction until 2005.

His recent retirement from politics has brought his contributions to police officers into sharp focus.

Such was his influence on the PFA that its current CEO, Scott Weber, still refers to Hayes as "the true police officers' friend".

And he did, after all, leave an indelible mark on the PFA.

"One of the things I worked on with the PFA was making sure the issue of policing was on the national agenda," he recalls.

"We made a point of bringing (former president) Peter Alexander and all the presidents of the respective associations to Canberra, to talk about the tools necessary for policing.

"That's a role very hard to fulfil just through (jurisdictional) police organizations, whereas when the police associations get together and make decisions about the necessary tools of policing, it makes it more efficient.

"You then have a national voice for police, for the 65,000 or so cops all around the country.

LICE MP

By Nicholas
Damiani



“The national police memorial is another thing that has come out of the PFA, for all police officers killed in the line of duty. This was championed by the PFA.

“When I gave my valedictory speech to parliament, I praised the PFA for putting policing on the national agenda.”

Hayes says one of the biggest issues in his time advising the PFA was the fight to have unexplained wealth legislation enacted.

And, as far as he’s concerned, it’s still an area of unfinished business.

“We made it clear through a parliamentary committee that unexplained wealth was critical for fighting serious and organized crime,” he says.

“And even though we have the legislation, it still hasn’t been used effectively to undermine criminal enterprise.

“If you look at what’s occurring in NSW, very senior police officers are now making the same arguments the PFA made almost 20 years ago, that we are in need of clearly enforceable unexplained wealth legislation.

“The whole notion of unexplained wealth is to undermine the business imperative of crime itself.”

Hayes still clearly has a passion for ensuring police officers work under the best possible conditions. One measure of his respect for law enforcement is his ability to identify several current politicians who, in his judgement, stand out as the most pro-police.

“Someone like Peter Dutton,” he says. “I knew him when he was a Queensland police officer.

“The deputy speaker Llew O’Brien, also a (former) Queensland copper. Jason Wood

(Vic). Justine Elliot (NSW). Pat Conaghan (NSW).

“And, in SA, you’ve got someone like Steve Georganas.”

Policing was never a career Hayes considered for himself, even though his now late father, Tom, was a New South Wales police officer who retired at the rank of inspector.

Even politics was never on his radar, until the shock resignation of Mark Latham in 2005 prompted a by-election in the NSW federal seat of Werriwa.

“I was invited... I was approached to take (Mark Latham’s) place,” he recalls modestly.

Hayes later moved to the seat of Fowler, where he has been elected four consecutive times since 2010.

But falling into the job is not the only thing Hayes has at odds with career politicians. He is also refreshingly honest about the current political arena.

“I think the whole parliament could do a lot better,” he says. “People view parliament through the prism of question time and, the truth is, question time is a choreographed piece of political theatre. There aren’t any original questions in it.

“The behaviour in question time I think demeans our democracy and turns young people off. I think that’s starting to be reflected in the way people view (the major parties).

“Question time is all televised, so there’s a lot of theatre that goes on with it. It’s very much playing to the audience, and the audience normally is tomorrow’s newspapers.”

His candour and measured view of Canberra politics is likely part of the reason both sides of the political divide hold Hayes in such high regard.

Former prime minister Scott Morrison once said of Hayes: “We may disagree on many things in this place, but we all agree Chris Hayes is a very good bloke.”

Indeed, Hayes is the kind of unifying figure which is becoming ever more rare in parliaments across the country. He sees the loss of charismatic personalities in the parliament as largely to blame for the intensely partisan nature of today’s political landscape.

The now late former prime minister, Bob Hawke, who Hayes knew personally, is the first leader who springs to his mind.

“He was one of the most charismatic leaders of all,” he says.

“He brought (together) a country that was divided. He actually held a forum, of leading businesses and unions, with a view to plotting a way ahead.

“These were pretty revolutionary things to do, but he could carry it off. Not only did he get the support of the captains of industry, he also had the support of the trade union movement as well.

“With that, he and Paul Keating could do a range of different things. They did some pretty revolutionary things that have largely been the foundations for the Australian economy.

“But they were able to do that because they had the confidence of both sides.”

One thing about Hayes remains abundantly clear, as the sun sets on his successful parliamentary career. This “accidental politician”, as Scott Weber calls him, never lacked political nous and his judgement is still right on the money.

“I think Labor probably picks up six or seven seats,” he predicts confidently, days ahead of the 2022 federal election.

“If it gets seven seats, it will form government in its own right. At this stage, I think things are looking reasonable for Labor.” PJ

“The behaviour in question time I think demeans our democracy and turns young people off.”

The ultimate life of service

By Brett Williams



MICHAEL JOHN EDWIN STANDING

Born: May 18, 1947

Died: May 16, 2022

Police Association service: 1975-1978, 1990-2010

Police service: 1964-2010

MICK STANDING loved to serve others. It was as obvious as it was generous. Sometimes it was about catching a killer to get justice for a grieving family. Other times it was about fronting up to a bitter fight with government for a pay increase for police. In the banking realm, it was about making decisions in the best interests of cops' financial welfare.

Mick committed himself to these endeavours as a Major Crime detective sergeant, a Police Association committee member, and a Police Credit Union director. And by the time he retired from all three roles he had given them 84 years' combined service.

But Mick never expected, nor did he seek, the gratitude of the masses. He continued to think that no one who benefited from his contribution owed him anything.

Indeed, he felt the debt was his, as he told the *Police Journal* when he retired in 2010 and redirected praise to others.

"It's the good people you work with," he insisted. "You don't do anything in the police as an individual. It's always as a team."

Former Police Association president Peter Alexander considered Mick the classic example of "a good Aussie bloke".

"He was this strong-looking, heavily built man but there was a sensitive side to him," Mr Alexander said. "He had great empathy

for people and was a caring person. He was always there for police who had issues and needed support.

"In industrial terms, I was always the beneficiary of his solid support. He was very much a part of our first enterprise bargain ever done by the association. And he had a long tenure as treasurer, so he presided over a good period in terms of association finances."

At his retirement show in 2010, Mick showed how deeply he had loved life as a cop and police unionist. He said that, if offered the chance to live it all over again, his answer would be "Where do I sign?"

“He was a detective from the old school: always prepared to back you and someone you could definitely trust. He’d never let you down.”

And that was despite the inhumanity he had had to confront as a police officer, particularly during his years with Major Crime. With his fellow detectives, Mick investigated some of the most savage armed robberies and murders ever committed in South Australia.

There was the murder of lawyer Derrance Stevenson in 1979. His 19-year-old lover, David Szach, had shot him in the head and stuffed his body into a freezer. He fled to Coober Pedy where Mick arrested him the next day. Szach later wound up with a life sentence.

Another high-profile murder Mick investigated was that of German backpacker Anne Neumann in 1993. Opal miner Miho Alavija had bashed and allegedly sexually assaulted her and thrown her down a Coober Pedy mineshaft, in which she died.

After his arrest and a later trial, the court sentenced him to 20 years’ jail. Mick lamented the inability of Neumann’s parents to travel to Australia to claim their daughter’s body.

“We had a bit of a funeral service and the guys on the investigating team went along,” Mick explained back in 2010. “Otherwise, there would have been nobody there for her.”

Two other murders struck Mick for their “absolute cold-bloodedness”.

One was the 2001 contract killing of West Lakes mother Carolyn Matthews. Her husband, Kevin, and his lover, Michelle Burgess, had hired hitman David Key to kill her at home one evening.

To create the time and opportunity for Key to commit the murder with Burgess, Kevin took his three young sons out to a video rental store. When he brought the boys back home, he allowed them to find the dead, blood-soaked body of their mother on the kitchen floor.

In their absence, Key had stabbed her seven times in the chest and once in the back.

In 2002, deregistered Sydney psychiatrist Jean Eric Gassy killed SA mental-health services director Dr Margaret Tobin. He fired four shots into her back as she walked away from him on the eighth level of a city office building.

Mick, who investigated the murder with other detectives, later spoke of Gassy as a “craven coward” who had lacked the courage to look Tobin in the eye.

Now retired Major Crime detective Chris “Chambo” Chamberlain undertook many investigations with Mick. They had known each other since 1975 and, before their time as homicide investigators, worked in the now defunct Armed Hold-up Squad.

“Mick was thorough and determined,” Mr Chamberlain said. “He would go for years and years on the same matter. He would never back off.

“He was a detective from the old school: always prepared to back you and someone you could definitely trust. He’d never let you down.

“He was a very open sort of a bloke. He was never moody, always in the same frame of mind, and very agreeable to work with.”



1. Standing (second from left) at an Oakbank quarry where the body of a murder victim was recovered in 2004. 2. Standing (front row, far right) on a detective training course at Thebarton barracks in 1976.

Peter Alexander knew that agreeable nature too. He worked with Mick in general duties, CIB, the Armed Hold-up Squad and Major Crime. Later, of course, the two served together on the Police Association committee of management and the Police Credit Union board.

“So, I had a huge connection with him,” Mr Alexander said. “And whenever I did, he was always behind me and supportive of me.

“The Armed hold-up Squad was in a time when bank robberies were out of all control in South Australia back in the 1980s.

“It wasn’t the soft targets of today, the service stations and chemist shops. These were serious bank robberies.

“There was only six or eight of us on the squad and we travelled Australia tracking these bank robbers down. It was a very challenging and exciting time and Mick was right into that.”

Mr Chamberlain remembers a “particularly horrible” double murder he and Mick investigated in 1997. Mick spoke of it when he retired in 2010.



A man had plunged a knife into his 22-year-old partner 26 times and later shot himself.

But he had also stabbed her 18-month-old son multiple times. Police found the child pinned to the floor with the knife the offender had driven straight through his chest.

At the time, detectives Standing and Chamberlain had grandchildren of the age of the murdered toddler.

"It affected Mick because we didn't get the bloody offender," Mr Chamberlain recalls.

He also saw in Mick an innate ability to communicate with everyone from Aussie battlers to society's elite.

"I went to Yatala (Labour Prison) with him one day," he says. "We're walking through the prison and this fella's coming towards us. He was doing 14 years for armed robbery.

"He walks up and shakes Mick's hand and just says: 'How you going, mate?' and 'Sorry (for offending).'"

3. Receiving congratulations from Ray Whitrod on graduation day at Fort Largs in 1967. **4.** In Parliament House with then fellow committee member David "Bully" Reynolds. **5.** Going into a Coober Pedy mineshaft to investigate illegal mining in 1979. **6.** Investigating a supermarket fire at Port Augusta in 1974. **7.** Presenting the Walter Wissell award for academic achievement to Callan Everlyn in 2007. **8.** At Fort Largs in 1965.

POLICE LIFE had begun for Mick as a 17-year-old in 1964. The Burra lad launched himself into three years of cadet training with 27 others in Course 9 at Fort Largs.

After he had graduated and served 12 months on the watch in Adelaide, he transferred to Port Augusta in 1967.

With no rooms available in the single men's quarters when he arrived, he wound up with a room in the headquarters building above the cells.

Still, he immersed himself in his work, met and married Denise in 1969, and eventually moved into a police house. Denise gave her husband the critical support police needed from their partners in country posts.

Says Peter Alexander: "She fed prisoners in Coober Pedy, lived in very challenging circumstances in a police house, and brought up a family while Mick worked his detective role."

Mick applied to join the CIB in 1974 after a vacancy had come up at Port Augusta. He won the position and Detective Dennis "Tubby" Ryan took the newbie under his wing.

The workload was substantial and included several murders. Mick spoke of one from January 1977, just when he happened to be the only detective in Port Augusta.

A local man had bashed a young woman with a wine bottle on a beach. She was a governess from a nearby sheep station and died some days later.

Mick recovered a crucial item of her clothing but the tide had completely washed away the crime scene. Still, Mick's case against the offender brought about a manslaughter conviction and a sentence of 11 years.

In 1978, Mick transferred to Coober Pedy, where he continued his detective career until 1982. That year marked the end of his country police service - he returned to the city and worked



“Losing such a great contributor from the association’s past has so deeply saddened us

Mick commanded enormous respect among police unionists within and beyond South Australia.”

with Adelaide CIB for three years.

In 1985, he joined the Special Crime Squad, and two years later rose to the rank of detective sergeant. A 10-month stint at Holden Hill CIB followed before he transferred to the Armed Hold-up Squad, an arm of the Major Crime Investigation Branch.

After police management had shut down the successful squad, Mick and others remained with Major Crime.

THE FAILURE of SAPOL to consult over the move from free to paid police housing in 1975 had left Mick wholly dissatisfied. It inspired him to take on the role of Police Association delegate for Port Augusta in August that year.

He was grateful for the endorsement of his colleagues and loved serving them as their delegate. But he had to relinquish the role in 1978 after he wound up transferred to Coober Pedy.

A new opportunity to step back up, however, came in late 1989 – and Mick took it. He had returned to Adelaide and stood for election to the association committee of management. He won and, in January 1990, took his seat at the board table for the first of more than 500 times.

“I was engaged in some good debates in that boardroom,” he said in 2010. “Sometimes you’re right and sometimes you’re horribly bloody wrong.

“But that doesn’t matter at the end of the day when you come to a resolution. If something that you’ve talked against gets up, you stick by the decision that’s made and show loyalty to the organization. That’s the reason we’ve been so successful.

“Your own personal belief doesn’t come into it. It’s what the organization believes and is trying to achieve for members that counts.”

Mick took on the role of treasurer in 1996 and maintained it until his 2010 retirement.

Police Association president Mark Carroll remarked at the time on the “unflinching loyalty and support” Mick had given “association presidents, strategies, policies and tactics”.

“He was ever committed to the concepts of the ‘fair go’ and protecting the industrial rights of working police officers,” Mr Carroll said.

“And all of his input as an honorary came as he fulfilled his full-time role as a homicide detective with Major Crime.”

Mr Carroll added to those comments last month when he said: “Losing such a great contributor from the association’s past has so deeply saddened us. Mick commanded enormous respect among police unionists within and beyond South Australia.”

Association committee members and delegates acknowledged the contribution Mick had made to the

organization when, in 2004, they voted unanimously to award him life membership.

Peter Alexander presented him the award and noted that his “great passion for the association” had existed “all of his working life”.

Mick at the time described the award as “the best thing that has happened to me in 40 years in the police”.

Association life membership continued to be his most treasured prize. He saw it as his peers saying: “You’ve done everything that was expected of you. You stood up for (us) and fulfilled the role.”

Mick knew that even after his police career he still wanted to contribute. So, four years out from his retirement, he stood for election to the board of the Police Credit Union and became a director.

Police Credit Union CEO Costa Anastasiou remembers Mick as unceasingly loyal and “absolutely committed to the police family”.

“He never made it about him around the board table,” Mr Anastasiou said. “He would put his argument forward, step back, listen, and take on board (others’ arguments). He was measured in that regard.

“Ever since he joined the board, he was the most thoughtful guy you would ever come across. And once he endorsed you as a mate, that was it: he would take a bullet for you.

“We’ve lost an outstanding character. He had a presence that is not easily replaced, or not replaced at all. He left behind a gap in terms of our heritage, our culture and our approach to engaging police, and we’re always mindful of that.”

Of the 15 years Mick served as a Police Credit Union director, 11 were in his retirement. He stood down from the role last year.

Mick had suffered ill health in recent years and, on May 16, died of a heart attack in Moonta where he had settled in retirement. Denise had died in 2014.

Mick fell short of his 75th birthday by two days.

His family farewelled him privately, in line with his wishes. He is survived by his son, Simon, daughters Monique and Bianca, and grandchildren Christopher, Georgia, Joshua, Honey and Lucas. **PJ**

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LETTERS

Police footy back on

The SA Hounds Football Club is seeking expressions of interest from Police Association members and non-sworn police employees to join the club to compete in this year's National Police Football Championship.

The championship was cancelled during COVID-19 but is back on the calendar and will be hosted by the Victorian team.

This year initiates the inaugural Women's National Police Football Championship which will be held alongside the men's event.

We invite women to express their interest in playing, and all members to express an interest in officiating or managing a women's team for this event.

Teams representing Queensland, New South Wales, Victoria, Tasmania and Western Australia have already committed.

The competition commences on Sunday, October 2, and concludes Friday evening, October 7, 2022.

Travelling members will be required to fund their own travel, accommodation and expenses.

Club fundraising is available to subsidize event costs. Eligible members of the SAPOL Sports Federation can apply for a travel grant for this event.

Members will have to use accrued leave approved by their local managers to participate. Selection letters can be furnished for this purpose.

Interested parties should contact me at zacary.cook@police.sa.gov.au

Sergeant Zac Cook
Director
Australian Police Football Association
(08) 8207 6797
www.police.sa.gov.au

Southern Heat headed for Gold Coast

Southern Heat is the South Australian Police Cricket Club team which participates in the Australia and New Zealand Police Cricket Championships held every two years since 1977.

These championships are one-day limited-over games, round-robin format, played between police teams from Western Australia, Victoria, New South Wales, Queensland, Tasmania, the Australian Federal Police and New Zealand.

This year, the championships will be held on the Gold Coast, Queensland, from November 13 to 18, 2022.

Southern Heat is seeking any Police Association members who would be interested in playing and participating in the championships.

There are no club fees other than the cost of attending the championships.

Members of the South Australian Police Sports Federation might be eligible for travel assistance.

For more details, contact me at Jarryd.Simister@police.sa.gov.au or on 8234 4533.

Brevet Sergeant Jarryd Simister
Treasurer
South Australian Police Cricket Club



Got something to say?

Got a comment about a story you've read? Do you have strong views on a police issue?

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Steve Whetton
Assistant Secretary
Police Association



INDUSTRIAL

DPM review beyond critical

Front-line response members continue to express concerns about insufficient staffing brought about by the district policing model.

SAPOL allocated substantive FTE staffing for the DPM, but that was on paper. After implementation, the Police Association indicated continuously that the staffing was inadequate and failed to meet community expectation.

The subsequent COVID-19 pandemic led to the imposition of emergency management (SA Health functions) on police officers. This overwhelming burden reduced the response capacity of front-line members and further depleted actual front-line staffing.

Response members hold serious concerns for their safety and about calls for assistance in an environment of ongoing workload intensification (taskings on hold).

Members are responding to high-risk incidents and, in some cases, working solo owing to insufficient staffing. Domestic violence, mental health, gangs, drug- and alcohol-related crime... The potential for violence and the need to use force is ever present.

When members have to resort to tactical options, the implications for them and others can be life-changing.

Under the DPM model, police stations operate under the control of a district. Southern District, for example, controls Netley, Christies Beach, Sturt and Aldinga stations.

Of great concern to the association is the response staffing at each police station: it fails to replicate the workforce allocation in the DPM stage 2 paper (June 2019).

Members are responding to high-risk incidents and, in some cases, working solo owing to insufficient staffing. Domestic violence, mental health, gangs, drug- and alcohol-related crime... The potential for violence and the need to use force is ever present.

In a letter to the association in April, SAPOL indicated that the DPM was a move away from the previous operational silos in which attention to high-priority tasks was often limited to a patrol response group area.

As SAPOL correspondence shows, district policing teams (no late shift) continue to be rostered to supplement response shifts and requested to work overtime, while Communications Centre management is reminded to move, as required, any resources across the district.

The reality is that district policing teams continuously anticipate overtime. After members complete a shift, a call for assistance might come from a response member or members of the public. The police response to that call might not come from the nearest police station or even the district.

In a letter to the association in April, SAPOL wrote:

“I do acknowledge that SAPOL members are operating in challenging circumstances whereby point in time pressures arise, which is largely due to the requirement of the COVID-19 emergency response.”

“Point-in-time pressures” is the term SAPOL now uses as ongoing justification for staffing shortages.

In its letter, SAPOL indicated that the DPM would be subject to formal evaluation and the allocation of FTE. Response and DPT functions are to be included in the review.

Direct member feedback points to the comprehensive failure of the DPM to meet community expectations and provide a safe working environment for members.

An immediate root-and-branch review of the DPM is now beyond critical.

• • • Separation

The association continues to receive advice of the inability of SAPOL to provide members with accurate details of their leave hours so as to enable separation.

Members who have contributed 40 or more years to policing, and intend to retire, rightly expect SAPOL to have maintained accurate records of leave accruals.

But SAPOL continues to frustrate members who seek their accrued leave balances in order to submit a PD89 (advice of separation from South Australia Police). The instruction from SAPOL is to submit the PD89 first.

Members then submit leave applications based upon their current leave balances as per HR21. This is particularly relevant when they intend to exhaust all leave entitlements before retiring and maximize their benefits under the police pension scheme.

And the situation is further complicated for part-time members and those who have had maternity/parental leave.

How can a member determine a future separation date without accurate, audited leave accruals? To do so is to put the cart before the horse.

Members submit their leave absences, including long-service and police-service leave, to the employer. Extreme frustration sets in when they then receive advice that payroll has

not received the leave application or there are insufficient balances.

One member recently explained that the HR21 system had 144 days' long-service leave recorded, equating to 780.48 hours. Shared Services, however, advised the member - who was on leave - that the entitlement would only be 521.3263 hours.

After repeated enquires, a leave audit had to be undertaken as the HR21 system was incorrect.

The failure of the employer to ensure accurate records results in both overpayments and underpayments (*Debacle: 1,912 police employees underpaid, Police Journal, February 2022*). And inaccurate records can also result in the resubmission of taxation assessments at members' expense.

General order 8420 (*Human resource management, Employee movement and deployment, Separations*) is clearly anachronistic. It outlines a separation process which in no way assists members who have contributed years of invaluable police service.

The order reads:

"When submitting a PD89 Advice of separation from South Australia Police (PD89) employees are reminded that this is a legally binding document. Employees have a unilateral right,

How can a member determine a future separation date without accurate, audited leave accruals?

To do so is to put the cart before the horse.

therefore submission of the PD89 when communicated is final."

The order indicates the advisability of a retiring employee giving at least 28 days' notice to allow for pension and other entitlements to be processed.

Employees are required to indicate clearly their last day of service, sign the PD89, and acknowledge that once HRMB receives it, the decision is final. Members should contact HRMB for advice before they submit their signed PD89s.

An employee who intends to resign has to submit a PD89 and give a minimum of 14 days' notice.

According to the general order, the officer-in-charge/manager who receives advice of a resignation or retirement must complete the comments section on the PD89 and then scan and e-mail it to HRMB. This is to enable the document to be actioned at the earliest opportunity (within two business days).

The subsequent requirement is to forward the original PD89 to HRMB without delay. This is to avoid potential overpayment and to ensure the timely processing of the employee's separation.

Payment of any untaken accrued entitlements is to be credited within 10 working days after the employee's

last day of service. Any outstanding programmed hours off and time-off-in lieu-of-overtime balances can be paid upon separation.

Responsibility rests with the employee's manager to ensure totals provided by Workforce Central are sent to Shared Services before the last day of service.

The association has strongly suggested to SAPOL that it create a process by which members can obtain accurate leave balances and future accruals to facilitate a separation date. Also part of the suggestion is that members receive courteous assistance to finalize their careers without frustration.

SAPOL's position is that Shared Services South Australia (SSSA) is responsible for the management of leave balances and therefore the provision of employee advice.



Going overseas? Your coverage may be affected

The group life insurance cover provided by the Police Association covers members 24 hours a day, seven days a week, regardless of the cause of death while members remain in Australia.

The insurer may specify certain geographical exclusions and restrictions on the coverage due to increased risk.

If members travel to areas of the world considered to be at increased risk, an increased insurance premium may apply or coverage may cease entirely.

Members who intend to go overseas for six months or longer, or who are travelling to or via a war zone are advised to contact the association beforehand to confirm whether or not coverage will be affected.



Wade Burns
Deputy President
Police Association



INDUSTRIAL

MOU set to take advantage of police

“Vixen 20, can we get an update on 20’s job? SAAS requested 75 minutes ago but they still haven’t arrived.”

“ComCen Vixen 20, SAAS send their apologies: they advise they will literally be hours. Sorry.”

This exchange is not fiction. It is common on the front line, where the demand on police to respond to mental-health incidents is overwhelming. And that demand is growing, to the extent that other police-related taskings go without a police response for unacceptable lengths of time. This, of course, is no fault of our members.

Often the case is that response patrols and district policing teams are waiting roadside for ambulances or, under the *Mental Health Act*, driving a detainee to hospital. Otherwise,

The frequent requirement to perform roles for which other government agencies are responsible – is intensifying the already excruciating demand on police.

they’re waiting for hours in an emergency department for a health professional to assess a mental-health detainee.

But those assessments are rarely high on the triage scale, and that extends the wait times for police in emergency departments. Releasing police as soon as possible should be, but is not, a priority, despite health workers’ best intentions.

The frequent requirement to perform roles for which other government agencies are responsible – is intensifying the already excruciating demand on police. When members are expected to act simultaneously as police officers and health-care professionals, there are simply not enough police, to police.

Members are working under relentless pressure and face far greater scrutiny and expectation than ever before.

They do what they need to do to get the job done on a thin blue line stretched to breaking point. Despite our best efforts, the list of pending events grows longer, response times increase and, in emergencies, the lack of available back-up jeopardizes officer safety. Community safety can also be at risk.

SAPOL introduced the current metropolitan district policing model in March 2020. But, in the current policing environment, members spend excessive lengths of time waiting for ambulances and ferrying, and waiting with, mental-health detainees.

With our well-known can-do attitude, police almost always make bad systems work. And this is no different. In fact, this is a prime example of a broken system that demands consideration – and a solution.

A recent corporate training document called *Mental Health Response* was circulated across the organization. It asserted that police responses to mental-health incidents were a significant workload factor.

It also referred to SAPOL’s reliance on other agencies for those responses and the challenges that flow accordingly.

The document apparently asserts that, in a mental-health scenario, handing over responsibility for a detainee is an



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issue of negotiation with SAAS. That means that if SAAS considers itself at risk, or likewise the public or the person suffering a mental-health episode, responsibility remains with SAPOL.

Police involvement in mental-health incidents should be restricted to compliance with legislative obligations and intervention, and to ensure public safety when a serious risk to an individual or others is assessed as current or imminent.

The onus is on SAPOL to advocate for inter-agency policy, procedures and protocols that support policing and direct our finite police resources to where they are most needed.

I suspect little, if any, public support would exist for the practice of police officers acting as a transport service for compliant patients with mental ill health or sitting for hours in hospital EDs.

The support of police security officers is an obvious part of the solution. Appropriate legislation would enable them to perform functions like hospital guard duties.

An experienced senior SAPOL manager recently remarked: "Mental health taskings present a huge drain on the front line and Health are not helping - they are trying to draw SAPOL

further in when we need to be pushing back and getting further out."

SA Health, SA Ambulance, SAPOL and the Royal Flying Doctor Service developed the *Mental Health and Emergency Services Memorandum of Understanding (MHESMOU)* in 2010. It was to provide "an agreed framework for agencies involved in the care and treatment of people who have a mental illness or mental disorder".

It stipulated that "the use of SAPOL resources shall be considered an option of last resort, to ensure the safety of the individual and all others involved."

Another key statement was that "the primary responsibility for the safe assessment, transport and treatment of people with a mental illness lies with health professionals".

Operational police know they spend copious time dealing with health-related events.

The Police Association understands that SA Health, as secretariat and author, is developing a new iteration of the 2010 MHESMOU, which might place a greater onus on police officers.

The association also understands that this proposed iteration fails to ensure that SAPOL remains an agency of last resort and, instead, drags it further into the complexity of mental-health treatment and patient care.

The association also understands that this proposed iteration fails to ensure that SAPOL remains an agency of last resort and, instead, drags it further into the complexity of mental-health treatment and patient care.

Given that other agencies do not comply with the existing conditions of the current MOU, imagine how things will worsen when these same agencies have more scope to influence SAPOL actions.

And not to be forgotten in this debate is the impact on police who, working in regional and remote environments with limited SAPOL resources, are spread even thinner.

The Police Association is determined to critically examine and influence SAPOL strategies, policies and procedures that affect members' working conditions. In this instance, we want to ensure that a broken, failing system is not replaced by an even worse one.

Pragmatism and common-sense decision-making should prevail. SAPOL leadership should hold other agencies to account and push back to enforce compliance with conditions and timeframes prescribed in the current MOU.

done differently.



CEO Brett Schatto, former SA police officer and Police Association member (11 years).



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HEALTH

Frozen-shoulder treatment controversial

The shoulder is one of our most complicated joints because it has so many moving parts. The tendons and muscles that rotate the shoulder are commonly torn, stretched or sometimes completely ripped apart. The ligaments can be disrupted and make the shoulder less stable or allow dislocation to occur.

The actual shoulder joint is basically the joint between the arm bone (humerus) and shoulder blade (scapular). The shoulder blade rests on the chest ribs, is jointed through the collarbone, and relies on all the muscles and ligaments to provide the flexibility and range of movement of the arm.

Central to the flexibility is a small cavity of the scapula (glenoid) on which the head of the humerus rotates (glenohumeral joint). It is a ball-and-socket joint like the hip but the additional flexibility in the shoulder exists because of the smaller socket.

When this area is injured, probably because of its flexibility, it can set up a series of reactions and inflammation that scars the joint and “freezes” the shoulder, hence the name frozen shoulder.

Frozen shoulder is a condition that causes shoulder pain and limits the shoulder’s range of motion. This limitation of movement affects both active and passive ranges of motion. That means that movement is restricted at the shoulder joint when either you try to move your arm or someone else, like your doctor, tries to move it.

Frozen shoulder is also called adhesive capsulitis, painful stiff shoulder, and periarthrititis. It is most common in people in their 50s and 60s and rarely

affects anyone younger than 40. Women are more often affected than men.

The condition usually affects only one shoulder and gets better on its own. It can, however, last two to three years or even longer. People who get frozen shoulder on one side can go on to develop it on the other.

Despite intense research and sophisticated imaging, we do not know for sure what causes frozen shoulder but suspect it develops when the joint becomes inflamed and scar tissue forms.

As this happens, the tissues inside the joint shrink and harden and make the shoulder harder to move. Why this happens in various conditions is the topic of many theories because it is more common among people who:

- Suffer from diabetes mellitus.
- Have diseases affecting the thyroid gland.
- Are immobilized for prolonged periods.
- Have suffered a stroke or Parkinson’s disease.
- Have taken antiretroviral medications (particularly medications called protease inhibitors) to treat HIV infection.

Treatment has remained somewhat controversial because it is usually “no treatment”, with exercises designed to keep the shoulder as mobile as possible while it heals itself.

In most cases, frozen shoulder does actually get better on its own, even without treatment. The frustration is that no treatment for two years seems like neglect.

However, there are cases in which people never regain their full range of motion.

In most cases, frozen shoulder does actually get better on its own, even without treatment. The frustration is that no treatment for two years seems like neglect.

There are a few treatment options for frozen shoulder and some of them can be combined, but there’s no obvious course of action that is right for everyone. The options include physical therapy, medications to manage pain and inflammation and, in extreme cases, surgery.

The reason we have moved away from intervention comes back to the basic concept that stretching the tight and contracted tissue of the shoulder joint causes inflammation.

Whether we inject the joint with saline to stretch the scarred tissue or manipulate the shoulder under anaesthetic, we need to “rip” apart the contracted joint. This causes inflammation and potentially recreates the original problem - adhesive capsulitis.

While there is no clear recommendation on how to treat frozen shoulder, we believe it is best to rest the shoulder at first and perform gentle shoulder mobility exercises.

Later, when the symptoms start to improve, one can perform increasingly ambitious range-of-motion exercises. This remains a difficult and controversial part of recovery.

Additional pressure is on anyone recovering from a genuine work-related injury. The rehabilitation process will often suggest the injury is not caused by work but one of the other associated conditions.

Continued page 46



MOTORING

Jim Barnett



Model KIA Sportage GT-Line petrol AWD.

Power train 1.6-litre turbo petrol four (132kW/265Nm), seven-speed DCT, paddle shifters, AWD (optional 2.0-litre turbo diesel, eight-speed auto, AWD).

Price \$49,370 (plus ORC), diesel ads \$3,000 (entry-model Sportage starts at \$32,445).

Safety Full suite of advanced driver-assistance and crash-avoidance technologies, multi-view camera system, seven airbags, front and rear parking sensors, speed-sign recognition.

Towing Petrol 1,650kg (braked), diesel 1,900kg (braked), tow-ball down weight 100kg.

Fuel Petrol regular 91RON unleaded, 7.2 litres/100km, diesel 6.3 litres/100km (combined test).

Servicing/warranty Seven-year warranty with seven-year capped servicing every 12 months/10,000km (total cost \$3,988 petrol).

KIA Sportage GT-Line

• • •

DESIGN AND FUNCTION

The fifth-generation Sportage is roomier, safer, smarter and more capable than its predecessor, according to Kia. After a close look at top-spec GT-Line, you're likely to agree.

From any angle, GT-Line is a stunner. Up front it sports a huge gloss-black grille, boomerang-shaped LED daytime running lights and tiny LED headlights and fog lights.

Its classy profile reveals 19-inch machined alloys, a sloping rear roofline,

upswept side glass, black roof rails and a massive powered panoramic sunroof. A wide, powered tailgate, trendy LED tail lights and a shark-fin antenna finish the back end.

GT-Line is superbly appointed. Its five seats are trimmed in a combination of black leather and suede. Front seats are heated and ventilated and feature eight-way power adjustment. The rear split-fold seat, which reclines and can be dropped flat, provides plenty of legroom and headroom.

The generous cargo area has a wide opening and features a cargo blind and full-size spare under the floor.

Standard items include a crystal-clear Harmon-Kardon eight-speaker (including subwoofer) high-power audio unit with DAB radio, a 12.3-inch central screen with

Apple CarPlay and Android Auto, sat nav (with 10-year map updates), an advanced suite of driver-assistance and crash-prevention technologies, four USB charging points and wireless phone-charging.

• • •

DRIVING

The petrol GT-Line variant proves itself up to any task. The silky smooth 1.6 turbo-four delivers spirited acceleration and remains very smooth and quiet under most conditions. With 132kW/265Nm outputs, it's eclipsed by the optional 2.0-litre turbo diesel which produces 137kW/416Nm.

The petrol is hooked to a seven-speed dual-clutch auto driving all four wheels as determined by the car's computer. There are times at low revs when the transmission fails to extract the most from the engine but this can be solved by using the paddle shifters.

A stunner



Model	Isuzu D-Max LS-U+ 4x4 Crew Cab.
Drivetrain	3.0-litre four-cylinder turbo diesel, six-speed auto with manual mode, part-time 4x4 with high-low range operated from rotary switch, rear diff lock.
Standard equipment	Leather trim, eight-way power driver's seat, front seat heaters, dual-zone climate control with rear vents, heated mirrors, tub liner.
Safety	Five-star (ANCAP), eight airbags, a full suite of driver-assistance and crash-avoidance technologies, rear camera and parking sensors.
Towing	3,500kg rated factory tow bar included, 6,000kg GCM.
Fuel	Diesel, 76-litre tank, 8.0 litres per 100km (combined test).
Warranty/ service	Six-year/150,000km warranty, up to seven-year roadside assist and seven-year servicing capped at \$3,513.

Isuzu D-Max LS-U+

DESIGN AND FUNCTION

In a hotter-than-ever dual-cab ute market, Isuzu saw the need for an early tweak to its relatively new D-MAX range.

LS-M and LS-U Crew Cab 4x4 models are now available with a ute tub or as a cab chassis. Aluminium or steel trays are optional with cab-chassis variants.

All 4x4 variants gain a 50kg increase in gross combination mass (GCM) with LS-U and above scoring a factory-fitted tow bar.

Following customer feedback, Isuzu has fitted a steering-wheel mounted switch, which enables drivers to toggle the lane-support-system on or off without the need to plough through complicated screen-based menus.

But perhaps the biggest news is the introduction of LS-U+, a new luxury variant that sits between LS-U and X-Terrain. LS-U+ scores most of X-Terrain's goodies but comes in at a lower recommended retail price and without the big sports bar or other gaudy exterior treatments.

But if D-MAX – at \$63,500 – is your thing, and it is a good thing, you'll pick up leather trim, front seat heaters, an eight-way powered driver's seat and heated mirrors for \$2,500 over LS-U.

Sportage delivers excellent handling and cornering control with its suspension and steering calibrated for Aussie roads.

The driver's seat is comfortable, the small thick steering wheel a delight, and forward visibility is excellent. Replacing the standard gauge layout is a 12.3-inch screen with digital gauges. This blends seamlessly with the central screen which gives the impression of one long curved screen.

Gear selection is via a rotary switch and there's an electric park brake and push-button entry and start.

DRIVING

Like X-Terrain, new L-SU+ has a premium feel inside. The dash is nicely laid out, features soft-touch materials and provides plenty of storage solutions. Keyless push-button entry and start feature along with walk-away auto locking.

A pair of analogue gauges flank a 4.2-inch information screen with digital speed readout. The commanding driving position comes about thanks to the comfortable powered driver's seat and reach- and rake-adjustable steering.

On paper, Isuzu's 3.0-litre turbo diesel is not the most powerful in this class but has proven itself more than capable. With 140kW of power and 450Nm of torque on tap it's got more than enough power for any task. With peak torque available from 1,600rpm through to 2,600rpm it's never left wanting.

The engine never feels stressed and is generally quiet. It offers excellent economy and works perfectly with the smooth-changing six-speed auto.

Ride and handling, even when empty, are good and it will take a reasonable load in the rear before the three-leaf rear end needs upgrading. The steering is light and predictable and delivers a good highway feel.

A rear diff lock, decent low-range reduction, reasonable ground clearance and 800mm wading depth add to its off-road credentials.

A good thing

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BANKING

Why property might be a good 2022 investment

This could be the year to invest in property. While house prices remain high across the country, there are still affordable properties which, in the Adelaide market, will continue to grow in value.

Our city of churches is currently outshining the rest as the third most liveable city in the world, further increasing the value of any property purchased in the state.

You might choose to invest in property for a range of reasons, and whether you are looking for a home of your own or an investment, this could still be the time to get your foot in the door.

Police Credit Union is here to help you, as Platinum members, with every step of your property investment journey. From helping you with free property research, to offering you a range of exclusive and free benefits, like \$0 package fees, our dedicated Platinum relationship managers are available for all your banking needs.

• • • The Adelaide property market is booming

In April this year, according to research from REA Group's data business PropTrack, Adelaide house prices grew by an impressive 0.34% especially when compared to the national growth rate of 0.13%. This price increase is not limited to just the city, with house prices in regional South Australia rising by 0.27%.

Additionally, the PropTrack Home Price Index indicated that, over the last year up until April 2022, house prices in Adelaide increased by 24%, making it the second-strongest capital city property market following Brisbane at 26.3%.

But with the median value of a house in Adelaide sitting at \$548,000, it's significantly cheaper to purchase a house here than in many of Australia's bigger cities.

Do your research into the suburbs on the rise in 2022. Reported by realstate.com.au, the top 10 suburbs to watch in 2022 are Aldgate, Unley, Malvern, Eden Hills, Belair, Parkside, Burnside, Marino, Bridgewater and Largs Bay.

As well as increasing house prices, rental demand across South Australia is at a high. In 2021, median rental prices in Adelaide grew by nearly 11%, which is only \$54 per week less than the national average price.

Adelaide also has the lowest rental vacancy rates in Australia. Both facts are positive reasons to consider becoming a landlord.

• • • Capital growth

Investing in property now means you can set yourself up to reap the rewards of capital gains in the future. Therefore, doing your research and carefully choosing the location of your investment property is important.

To help set yourself up, consider purchasing in suburbs where you know people want to live, where jobs are

available, where there is population growth and access to businesses.

For example, according to realestate.com.au, property sales in Croydon and West Croydon tripled in 2021 and the median house price rose by more than 30%. The proximity to the city and Grange beach, along with the busy hospitality scene, has likely increased the suburbs' desirability.

Whether you're looking in the city or more regional, it's important to consider other factors that influence property value such as proximity to hospitals, public transport, nearby universities, school catchment zones, flight zones, bush fire zones, new highway access and more.

• • • Enhance your lifestyle by "rentvesting"

Purchasing an investment property allows you to take advantage of "rentvesting". This is a modern and growing trend in which buyers rent a property in an area they want to live in but buy an investment property in a suburb they can afford. This is an idea that challenges traditional home ownership.

The perk of rentvesting is that you can live wherever you choose to and use the rental income from your investment property to cover or even pay down your investment mortgage.

You'll need to factor in all the costs associated with a rental property, such as hiring a property manager, any ongoing maintenance, as well as council rates, land taxes and landlord insurance.

Consider consulting a registered Australian financial planner or an accredited accountant to receive advice on whether this strategy will work for you.

Continued page 48

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LEGAL

When digital recordings are unlawful

It feels like everything we do is recorded. Communications with friends by text or social media: recorded and preserved on a server somewhere abroad. Saying goodbye to loved ones at an airport: faces scanned and analysed. Light-hearted e-mail shared with your team at work: stored on the work servers for all time.

Recording and monitoring is everywhere in the workplace. Most workplace computer systems give employers the ability to conduct audits and trawl back over years' worth of data to determine who accessed what on which date. Each and every keystroke is recorded and archived.

Most of the time it feels like we have no choice about when and how things are recorded. It feels like our consent to a record being made is an afterthought.

But it's not just employers or the government who can record. Everybody can. Our phones give us the ability to listen, video, and record at the press of a button. Doing so surreptitiously requires no forethought or planning. It's as simple as pressing record on your iPhone and locking it.

In the legal world, every jurisdiction seems to be dealing more frequently with the non-consensual recording of conversations and interactions and the attempted use of those recordings either to support a claim or application, or as evidence refuting some allegation. Sometimes a non-consensual recording is a silver bullet. Sometimes it's a disaster that backfires.

Most of us have some experience with being recorded. In the line of duty, most police officers have had phones shoved in their faces accompanied by vague threats about complaints.

There are only a handful of circumstances in which non-consensual recording, whether audio or video, of a private activity or conversation isn't an offence. Mostly, the exceptions relate to recording for law-enforcement purposes such as intercepts and covert operations.

Where workplace discipline and performance management is increasingly formal, and when many employees feel aggrieved or targeted by managers, there seems to be an increase in those employees pressing record and slipping their phones into their pockets when those managers ask them to step aside for a "quick chat".

Similarly, there is an increase in the use of phones to record arguments at home or between neighbours. It's often the case that those recordings surface when there's a dispute about the custody of the kids or whether an intervention order against the neighbour is necessary.

In a world in which seemingly everything is recorded, you might ask: what's wrong with somebody recording things on his or her phone without consent? Especially where the recording is simply for peace of mind, to protect oneself. What's the harm? Where do we draw the line on what's okay to record?

The law still places some value on privacy and consent, and there can be heavy consequences for those who disregard it.

The starting point for any consideration of when it might be okay to record is the *Surveillance Devices Act 2016*.

The audio recording of a "private conversation" or the visual recording of a "private activity" without the consent of those being recorded is a criminal offence.

In its simplest interpretation, it's a pretty common-sense approach. You can't record something that should be private unless you have consent. A private activity or private conversation is one which a party might reasonably

be taken to desire to be private or to be only between him or her and the other party.

A person could expect, for example, that his or her workout routine in the backyard is a private activity and shouldn't be recorded. That same routine conducted at the public park, however, isn't private and isn't protected from recording in the same way.

There are only a handful of circumstances in which non-consensual recording, whether audio or video, of a private activity or conversation isn't an offence. Mostly, the exceptions relate to recording for law-enforcement purposes such as intercepts and covert operations.

For the most part, things such as body-worn video are subject to the usual rules about consent and private activity.

But it's an ever-changing area of law that struggles to keep up with the pace of technology.

The High Court is currently deliberating on the use of non-consensual recordings made by animal activists on private farmland, and the extent to which the public interest and freedom of political communication affects the prohibition on recordings.

Most of the time, though, when people make the choice to record in secret, it's because they want to protect themselves from some perceived wrong. In these cases, there are two exceptions to non-consensual recording being an offence:

Continued page 46

A Dolphin Called Jock

Melody Horrill Allen & Unwin, \$32.99

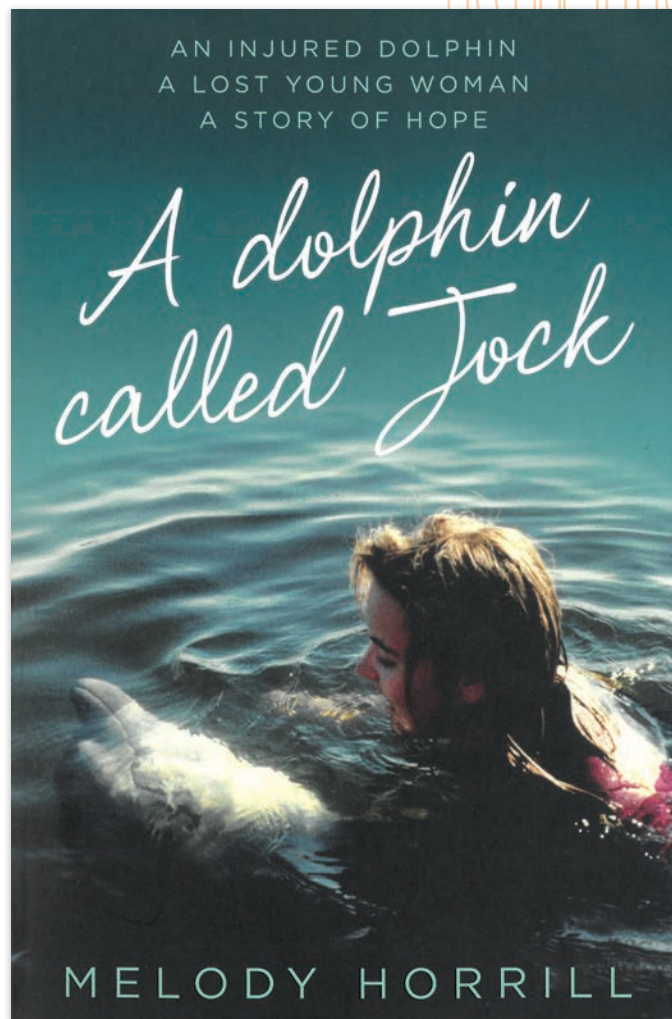


The heart-warming story of how a traumatized young woman found peace through her friendship with an injured dolphin called Jock.

When Melody Horrill arrived as a student at the University of South Australia, she was a troubled and lost young woman, hiding behind a carefully crafted exterior. She had lived through a childhood of emotional and physical trauma, mainly at the hands of her violent father.

One day she volunteered to help her university lecturer monitor pods of dolphins that lived in the Port River. There, for the first time, she encountered Jock, a solitary dolphin with a maimed fin, living apart from the highly social pods.

Horrill was to form a bond with Jock that gave her the key to freeing herself from the demons of her own past, and their extraordinary friendship was the start of a long-term mission to try to save the river dolphins.



Win a book or in-season movie pass!



For your chance to win one of the books or an in-season pass to one of these films (courtesy of **Wallis Cinemas**) featured in this issue, send your name, location, phone number and despatch code, along with the book and/or film of your choice to giveaways@pj.asn.au

Daughters of Eve

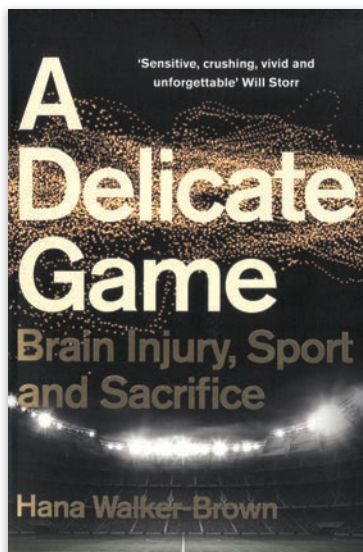
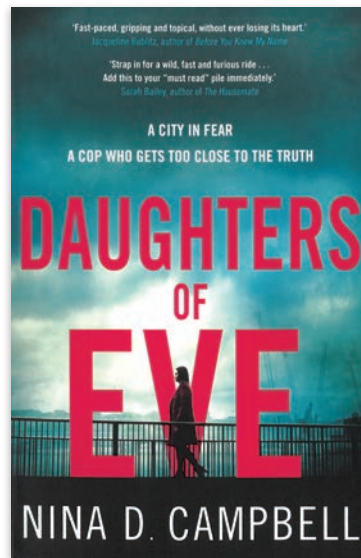
Nina D Campbell Allen & Unwin, \$32.99

After a high-profile murder lands at her feet, Detective Emilia Hart sees a chance to expand her caseload beyond the endless succession of domestic violence matters she is forced to investigate. But this is no simple investigation.

Another body turns up, then another. Then more – a lot more. All men, all shot, and all with a similar MO.

It's not until a manifesto taking credit for the crimes is published by a group calling themselves Daughters of Eve that Detective Hart confirms a link between the victims: all of them had themselves been perpetrators.

All had offended against women or children. Few had been charged with those crimes – and none convicted.



A Delicate Game

Hana Walker-Brown
Hodder & Stoughton, \$32.99

A footballer dies of dementia, younger than he should.

A 14-year-old rugby player is told to play on through multiple blows. He never wakes up from the last one.

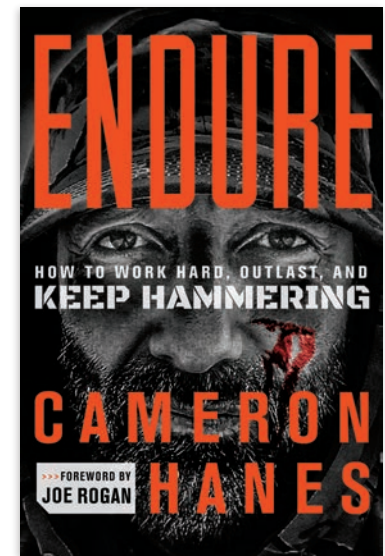
A scientist reveals a pattern of brain disease in NFL players and is discredited.

A survivor of domestic abuse can't remember details when standing up in court.

This is the story of chronic traumatic encephalopathy (CTE), a degenerative brain disease.

In 2019, Hana Walker-Brown created *The Beautiful Brain*, an award-winning podcast about West Bromwich Albion hero Jeff Astle and CTE.

A Delicate Game explores the passion and fury of sport, truth and justice, violence against women, love, greed, hope and redemption.



Endure

Cameron Hanes
Macmillan Australia, \$34.99

Living in a small town and bouncing between the homes of divorced parents, Cameron Hanes carried low expectations. Then he discovered his great love – the bow.

Years later, in pursuit of perfecting his craft, he would find himself outrunning Lance Armstrong in a marathon. For Cameron, finding his drive, his purpose, a reason for pushing himself every single day, changed everything.

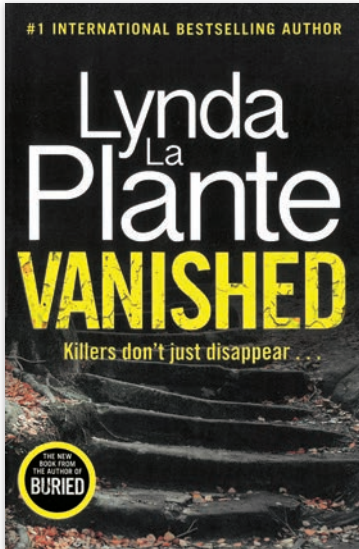
Endure chronicles the lessons Cameron has learned and inspires others to have the work ethic, endurance and resilience needed to push their limits and break the barriers that keep them from their true purpose.

Truly exceptional people don't excel because of their outstanding abilities. They become exceptional because they're obsessed with improvement.

Endure redefines hard work and inspires readers to cultivate the grit, discipline and dedication needed to maximize each day of life.

B

BOOKS



Vanished

Lynda La Plante Zaffre, \$32.99

When an eccentric elderly widow claims she is being stalked, Detective Jack Warr is the only person willing to dig into the truth behind her wild claims.

Warr soon finds himself embroiled in an international drugs operation, art theft – and a murder investigation. On the back foot throughout, he is forced to play second fiddle to the Drug Squad, confront an old adversary, and fight off accusations of assault.

But Warr believes that every aspect of this multi-faceted case is simply a distraction from the one person who lies at the heart of it all – the widow's elusive stalker. Find him, and the truth will come out.

Rising Dust

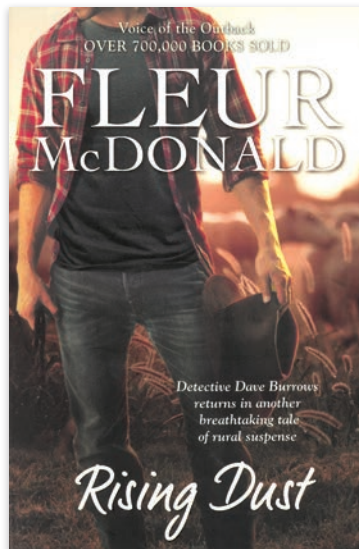
Fleur McDonald Allen & Unwin, \$29.99

After the family's devastating tragedy, Detective Dave Burrows is crystal clear that his wife, Mel, is no longer interested in their marriage.

Before Burrows can talk to Mel, he and his partner, Bob Holden, are sent to investigate a case of suspected sheep stealing at a station north of Carnarvon, where they very quickly realize that this crime is a lot more than just stock theft.

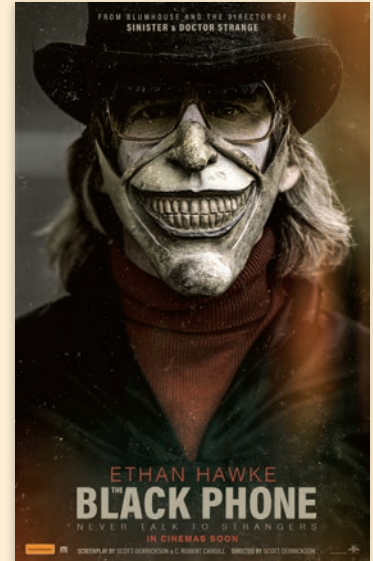
As a ferocious tropical storm floods the airstrip and uncovers more than anyone expected, Burrows and Holden find themselves isolated, outnumbered and in extraordinary danger.

Burrows has to confront the guilt and trauma of his past before he can move forward. And perhaps there's no way out this time.



C

CINEMA



The Black Phone

June 30

Finney Shaw is a shy but clever 13-year-old boy who's being held in a soundproof basement by a sadistic, masked killer.

When a disconnected phone on the wall starts to ring, he soon discovers that he can hear the voices of the murderer's previous victims – and they are dead set on making sure that what happened to them doesn't happen to Finney.

Cast: Ethan Hawke (The Grabber), Mason Thames (Finney Shaw), Jeremy Davies (Mr Shaw), James Ransone (Max).

Wallis
Cinema



Bullet Train

July 28



Bullet Train is a fun action-thriller from the director of *Deadpool 2*, David Leitch.

Five eclectic, diverse assassins find themselves on a fast-moving bullet train from Tokyo to Morioka in modern-day Japan with only a few stops in between.

They discover that their missions are not unrelated to each other.

Cast: Brad Pitt (Ladybug), Sandra Bullock (Maria Beetle), Joey King (Prince), Aaron Taylor-Johnson (Tangerine).



Elvis

June 23



Elvis Presley's story is seen through the prism of his complicated relationship with his enigmatic manager, Colonel Tom Parker.

As told by Parker, the film delves into the complex dynamic between the two spanning over 20 years, from Presley's rise to fame in the 1950s to his unprecedented stardom, against the backdrop of the evolving cultural landscape in America.

Central to that journey is one of the significant and influential people in Elvis's life, Priscilla.

Cast: Austin Butler (Elvis), Tom Hanks (Colonel Tom Parker), Olivia DeJonge (Priscilla Presley), Richard Roxburgh (Vernon Presley).

Thor: Love and Thunder

July 7



A galactic killer known as Gorr, who intends to make the gods extinct, interrupts Thor's retirement.

Thor enlists the help of Valkyrie, Korg and ex-girlfriend Jane Foster to fight Gorr.

Together, they embark upon a harrowing cosmic adventure to uncover the mystery of the God Butcher's vengeance.

Cast: Chris Hemsworth (Thor), Christian Bale (Gorr), Tessa Thompson (Valkyrie), Natalie Portman (Jane Foster), Chris Pratt (Peter Quill), Russell Crowe (Zeus).



H

HEALTH

From page 35

On the one hand, not taking your shoulder exercises to the edge of your pain threshold will mean you are not mobilizing as quickly as possible. If you go too quickly, you will tear the shoulder tissue, reaggravate the injury, and perhaps stop recovery.

If you have moderate to severe symptoms, steroid injections directly into the shoulder joint usually provide short-term relief but it remains controversial insofar as any long-term benefit.

If you have symptoms for a year or more and are not getting better, it is reasonable to consider surgery. Shoulder surgery, however, is not a guarantee of a successful recovery, partly for the very reason that the shoulder is such a complex joint.

L

LEGAL

From page 41

- If the recording is reasonably necessary for the protection of that person's "lawful interests".
- If the recording is in the "public interest".

Do lawful interests extend to standing up to a bully at work? What about if it's a sustained campaign of discrimination? What if your neighbour is making verbal threats? If it's not to protect lawful interests, the non-consensual recording is an offence and can lead to a criminal charge.

The broad nature of these exceptions is such that courts have interpreted what is a valid lawful or public interest on a case-by-case basis.

For the most part, lawful interests are more relevant when an individual makes the choice to record some conversation or interaction in which he or she is active and that directly affects his or her rights.

There is no single overarching definition and no easy answer to what will be considered a valid lawful interest exception for a non-consensual recording.

However, the majority of cases decided across Australia show that there are some common threads when assessing whether a non-consensual recording does or does not satisfy the lawful-interest test:

- When a recording is taken merely to preserve an accurate record of a conversation for future reference, it will usually be unlawful.
- When a recording is taken predominately to gain the upper hand in a minor dispute with others, it will usually be unlawful.
- When a recording is made to use to advantage in civil proceedings (such as workers compensation or a dispute about employment rights) it will usually be unlawful.
- When a recording records evidence relating to the commission of a serious crime, it probably is protecting a lawful interest (and also probably the public interest).
- When a recording is made to protect one from a potential criminal allegation, it will often be lawful. What's the lesson?

Just because a recording can be made, and it's easy to do so without anybody knowing, it doesn't mean it should be made.

Most of the time, it's a common-sense approach to determining whether it's right or wrong.

If you're ever in a situation in which you're considering it, it's almost always best to stop, think, and question whether there is a way other than making a surreptitious recording to protect yourself and your interests.



DVD

The Responder

The Responder follows Chris Carson, a crisis-stricken, morally compromised, unconventional urgent-response police officer tackling a series of night shifts on the beat.

While trying to keep his head above water, both personally and professionally, Carson is forced to take on a new rookie partner, Rachel Hargreaves.

Both soon discover that survival in this high-pressure, relentless, night-time world will depend on them either helping or destroying each other.

Cast: Martin Freeman (*The Hobbit*, *Sherlock*, *Breeders*, *Fargo*), Adelayo Adedayo (*Unsaid Stories*, *Timewasters*, *The Capture*), Warren Brown (*Trigger Point*, *Strike Back*), MyAnna Buring (*The Salisbury Poisonings*).



Win a copy of *The Responder*

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The Police Journal has five copies of *The Responder* for giveaway. For your chance to win one, send your name, location, mobile number and despatch code to giveaways@pj.asn.au.

BANKING

From page 39

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Set yourself up for the future

Purchasing an investment property is a way you could set yourself up for the future. The property market often offers more stable growth and security than other potential investments and some beneficial taxation strategies or some extra cash flow.

But it's important to do your research to find a good property that is good value. Make sure to seek advice from real estate agents, buyers' advocates/agents or review property reports (which are free from Police Credit Union).

Investment properties aren't just an option for those new to the market. Those who already own their own home and have plenty of equity could look to increase their property portfolio by taking advantage of this equity and some extra savings.

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Contact us today

Once you've decided on an investment property, it's vital to secure yourself an investment loan with a competitive rate. As a Platinum member of Police Credit Union, you receive 0.10% off selected investment loans, meaning you can take advantage of our Better Home Loan - Investment¹, and receive a low rate of 2.59% P.A./2.61% P.A. comparison rate.

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Your dedicated relationship managers, Glenn Lewis and Ryan Mountford, have years of experience and are happy to visit you personally to discuss our investment loan options. Contact them at platinum@policecu.com.au, or call Glenn on 0421 243 741 or Ryan on 0437 286 804.

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Group Life Insurance Beneficiary Nomination Forms

Owing to a Supreme Court decision, the Police Association no longer uses the GLI beneficiary forms. Existing forms held at the association have been destroyed.

Now, in the case of the death of a member, the GLI benefit (currently \$300,000) will be paid to his or her estate.

Accordingly, the association's strong advice is that you ensure that your estate is well-administered. This is best achieved by having a valid will.

Tindall Gask Bentley Lawyers provides a free legal advice service to Police Association members and their families, and retired members. To make an appointment to receive free preliminary legal advice covering all areas of law, particularly families and wills, members should contact the Police Association (08 8212 3055).



WINE

Geddes Wines

McLaren Vale, South Australia
geddeswines.com.au



Cellar Release – 2009 Cabernet Sauvignon

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The nose is lifted and fresh, ripe blueberries and cassis mingle with violets and leafy aromatics. There's a touch of spicy, mahogany oak adding complexity to the depth of soulful earthiness.

The palate is tightly woven with precise Cabernet tannins that are finely textured. Fresh and lively, the acid and tannin streamline, working well together with the cassis core.

A classic iconic McLaren Vale Cabernet year has developed flavours with subtle oak handling, producing a wine of opulence.

With the elegant strength of fruit, tannin maturity and natural acid profile, this wine is ready to drink now.

Seldom Inn – 2018 Grenache Mourvèdre (Grenache 50%/Mourvèdre 30%/Shiraz 12%/Carignan 8%)

• • • •

A classic blend from 2018, lighter in style and a vibrant fruit flavour.

From the Grenache comes added depth and the complexity of Mourvèdre with its red fruit note, length and tannin structure.

The Shiraz adds spice and pepper with a mid-palate. Carignan offers the red and blue fruits with natural acidity and tannins offering a bold structure throughout the palate.

An easy-drinking wine that is well balanced and full of flavour.

Seldom Inn – 2018 Shiraz

• • • •

A beautiful vintage with a long, consistent ripening period with mild temperatures. This retained the lively and delicate fruit characters. Elegant, subtle, and gentle fruits were the result.

This poised fruit deserved 30% new French oak barrels and harmonized over 20 months maturation. This produced serious fruit flavours that are generous and giving and burst forth with vibrancy to dance across the palate. Notes of black cherry, raspberry, pencil shavings and all spice.

A full-bodied wine in the style of a classic McLaren Vale Shiraz. Ready to drink and ages gracefully.

Jobs you never forget

I was stationed at Woomera police station in February 1997 when a call came in about a head-on rail collision.

It had resulted in multiple injuries and a fire near the Mount Christie Railway Siding west of Woomera. A Melbourne-bound freighter had collided with a Perth-bound steel carrier. The most serious injury was to a driver whose arm had been amputated by the door as he jumped clear at the last moment. A large fire had engulfed the area surrounding the locomotives and carriages. The scene appeared apocalyptic with the uncontrolled fire and injured personnel. We were on scene for days attempting to retrieve the severed arm from the locomotive, contain the fire and scene, and assisting the Australian Transport Safety Bureau with the preliminary investigation.

A woman known as a repeat victim of domestic violence with multiple partners was dropped off at the Port Pirie Hospital in April 2014.

She had suffered extensive skull fractures and bruising to the brain. Subsequently transported to the old RAH, she underwent emergency surgery to remove a section of her skull to release pressure from extensive swelling. She remained in ICU in an induced coma for a month. I arrested her partner and charged him with multiple counts of aggravated cause serious harm. He was later convicted and imprisoned. Before this incident, the woman was anti police and refused to assist in previous matters. Afterward, she became a domestic violence advocate for local victim support services and the Domestic Violence Action Group.

**DETECTIVE
SERGEANT
GAVIN MILDNUM**
(Port Pirie CIB)

I investigated a historical child sex abuse matter involving a father and daughter in 2002.

I arrested the father for multiple counts of unlawful sexual intercourse. In connection with one of the main charges was a crime scene at a house with a cellar. Before the subsequent District Court trial, there was an extensive voir dire over crucial evidence about a pool table at that scene. A crime-scene examiner and I gave contradictory evidence. I described the pool table but the crime-scene examiner said that there was no such table at the scene when he attended. The pool table became the focus of the defence for some days until an enlarged photo showed that the table was identifiable as the door to the cellar, a fact not obvious in the smaller photo.

“The scene appeared apocalyptic with the uncontrolled fire and injured personnel.”



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Precinct

café

SNACKS

Chicken or vegetarian focaccia	13
Soup	10
Add extra toast	1
Bacon and egg roll	6
Ham and cheese toastie	6
Add tomato	0.5
Ham and cheese croissant	5.5
Raisin toast	4.5
Banana bread	5.5
Muesli & yoghurt (vegan)	6
Muffins	4.5
Chocolate croissant	4.5
Protein balls (vegan)	4.5

BEVERAGES

	S	M	L
Latte	4.2	4.6	5.4
Cappucino	4.2	4.6	5.4
Flat wite	4.2	4.6	5.4
Long black	4.2	4.6	5.4
Hot chocolate	4.2	4.6	5.4
Chai latte	4.2	4.6	5.4
Mocha	5.2	5.5	5.7
Dirty chai	4.7	5	5.4
Short black	3.8		
Macchiato	3.8		
Piccolo	3.8		
Iced coffee/chocolate with ice cream			6.5
Iced latte	4.6	5.4	
Iced mocha	4.6	5.4	
Iced long black	4.6	5.4	
Iced chocolate	4.6	5.4	
Berry/banana/mango smoothie			7
Milkshake/frappe			6.5
Mt Franklin 600ml still water			4
Mt Franklin sparkling			4
Sprite			4
Diet Coke			4
No Sugar Coke			4
Orange juice	3.5	4.2	4.8





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