

# TPAV JOURNAL

VOLUME 94 | ISSUE 4 | AUGUST 2021

*Looking into the future  
of police training*



**The Police  
Association  
Victoria**

UPHOLDING OUR RIGHTS SINCE 1917

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# The Police Association Victoria

UPHOLDING OUR RIGHTS SINCE 1917

First published in 1918, *The Journal* is the magazine of The Police Association of Victoria.

### August 2021, Vol 94, Issue 4

Published by The Police Association of Victoria  
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### The Police Association (Victoria) Journal

The Police Association Journal is published six times a year. Published by The Police Association Victoria, 1 Clarendon Street, East Melbourne VIC 3002.

ABN: 004 251 325.

The statements and/or opinions expressed in this publication are not necessarily those of The Police Association Victoria or of its officers. The Association publishes all material herein from various sources on the understanding that it is both authentic and correct and cannot accept any responsibility for inaccuracies.

### Design/Printing

The Creative Works (03) 8566 8000

www.thecreativeworks.com.au

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## IN THIS ISSUE



### The Ring of Steele

We also feature a story of resilience, support and new beginnings. Senior Constable Matt Steele takes us through his inspiring story, from the depths of PTSD to a career re-birth within Victoria Police. When Matt thought he had lost his career to the mental demons that plagued him, the support he received from two very senior police, along with TPAV's wellbeing team and his family, set him back on a pathway to work that, at times, he never thought was possible.

### Looking into the future

In this edition of *TPAV Journal*, we delve into the world of Virtual Reality and examine its utility in training police. A trial of the technology has been taking place at the Police Academy for the past four months, with more than 300 members and recruits, including Secretary Wayne Gatt, put through their paces in a number of simulated critical incident scenarios. In his Secretary's Message, Wayne champions future investment in VR technology as a 'no brainer'.

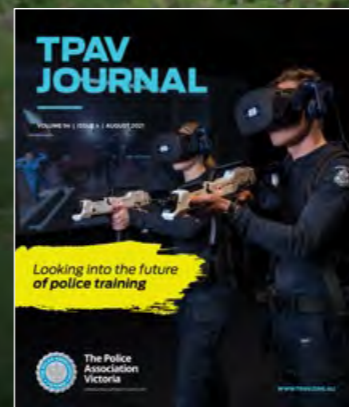
### Head start for BlueHub

With the exciting BlueHub initiative only recently launched, we answer all of your questions on this comprehensive assessment and treatment model designed for police suffering from mental health injury.

TPAV Wellbeing Manager, Tim Peck, provides a detailed overview of how BlueHub was conceived, what it aims to do, how it is different from previous models and what those who have experienced BlueHub during the trial phase have had to say about their experiences.

### Village discount

This *Journal* also has details about a new partnership between TPAV, Village cinemas and Victoria Police Legacy, which will see members continue to receive significant discounts on movie tickets, while also contributing a small donation to help the families of police officers who have died, through TPAV's official charity, Victoria Police Legacy.



**Main photo:** Probationary Constables Alannah Lewis and Jonah Carey undertake scenario training at the Victoria Police Academy through the virtual world. Picture by Darren Tindale.

Picture courtesy of Alex Coppel/Herald Sun.

President's message by John Laird

It's never been more important to plan ahead



As your Association grows and evolves, our preparation and goals for the future shift too.

In determining the vision and direction of the Association for the next three years, your elected Board, together with the Secretary and his management team, have developed a strategic plan for The Police Association, titled Strength and stability in times of change.

It follows on from our previous strategic plan that was put in place in 2018, which culminated at the end of the financial year ending 2021.

This plan signals where we want to be in the next few years and provides a comprehensive roadmap for the Board on achieving a range of goals and policy initiatives, including:

- ✓ Remaining a united body with an active and engaged membership
- ✓ Delivering the highest quality support, advocacy and benefits to our members
- ✓ Being financially strong, responsible and stable
- ✓ Continuing to be politically prominent and influential, and
- ✓ Ensuring that we remain a robust organisation, supported by highly skilled and committed people.

It is the intent of the Board that this plan reminds all of us who serve our members on a day-to-day basis about what's most important.

Each strategy and task has been formed with the intention of achieving real results that will ultimately benefit all members.

After all, it is you, our members that are at the centre of everything we do.

For a more in-depth look at The Police Association's strategic plan, the entire document can be viewed by members online at [www.tpav.org.au](http://www.tpav.org.au).

Our members that are at the centre of everything we do.





Secretary's report by Wayne Gatt

# Training for the REAL WORLD



*Now, here is an easy tip for any astute politician or police leader that is concerned with saving lives and protecting the community, your police and PSOs; look to this system and do it quickly. It exists today to help our police and the community tomorrow.*

**In recent weeks I visited a virtual reality training facility currently operating at the Police Academy. I have to admit, that for a member who has participated in my fair share of training exercises over my career, the prospect of training in a virtual world, for the real one, seemed counter-intuitive.**

That said, within seconds of putting on a headset and walking into a virtual scenario of an aggravated burglary with my colleague, Gus, I was convinced that any reservations I had, were well and truly misplaced.

Both Gus and I have real world operational and specialist police experience. We know how to clear a building, to confront and arrest offenders and we have both been exposed in the real world, and in training, to confronting situations that test your split-second decision-making.

As you open your eyes, put on the headset and navigate the scenario, you become fully immersed in an environment that has been designed to test your reactions. An environment that reacts to yours.

With instructors watching carefully and safely just meters away, the scenario unfolds in real time and with extraordinary reality. The detail and perspective is more convincing than any classroom, scenario village, or abandoned property, that I have used or seen, because it is absent of

so many of the giveaway limitations that distinguish them from the real world that we work in operationally.

There are no out-of-bounds areas, no sterile manufactured rooms with sparse donated furniture and there was certainly no prior knowledge of the layout, despite the fact that I was training in a facility I have walked every inch of for more than two decades.

Unusually, what I did see was multiple hostages and offenders, moving cars, pedestrians and a realistic immersive environment that had me lifting my legs to walk upstairs, moving to cover and instinctively opening and clearing behind doors. I was in the real world but ironically in the most simulated training I had ever participated in.

Unlike other scenario-based training, it is impossible for your entire focus to not be in the exercise. There are no instructors or safety officers visible, no onlooking students. It's just you, your partner(s) and the situation.

Because you're operating physically and with psychological stimulus, you cannot help but react realistically. It's not two

dimensional like a projection on a wall – it's walking at you and confronting you. You're puffing, yelling and calming down, depending on what the instructor throws your way, and that depends entirely on what you do and what the learning outcomes are.

And as for learning outcomes, my scenarios had me arresting armed offenders on a freeway with vehicles rushing past and ended with the offender reversing on us – a ramming. It looked and felt real enough to elicit the typical 'fight or flight' reaction you would expect from police confronted with that sort of unexpected situation on the street.

Now, here is the thing.

Our members are experiencing situations just like this every day. Just not in training.

In fact, it's not lost on me that the only time I have ever been exposed to a vehicle ramming, was in this exercise and my life and safety was not in danger for a second. This edition of the *TPAV Journal* gives our members a taste of what's out there.



*And for anyone who thinks this is likely to militarise police, please stop and consider that the potential to train de-escalation, mental health intervention, and tactical communication and negotiation to save lives is compelling.*



**Virtual Reality a reality**

It's not a pipe-dream or futuristic. It is available now. It is fully functional, and it is affordable.

The value that VR training would provide Victoria Police and our members is simply immeasurable. The efficiencies and impact on training is hard to quantify, not because it is abstract, but because the gains are so obvious and varied that they are hard to count.

When you think about the gaps that exist in the current training provided to members, and how a permanent investment in this kind of technology would bridge that critical gap, it's hard not to see Victoria Police and the Government moving quickly to ensure that Australia's largest police force is provided with this capacity at the earliest possible opportunity.

With challenges like hostile vehicle interjection, ramming and active armed offender responses now standard policing fare the world over, the need to train general duties and specialist police alike to meet these challenges, should be our absolute first priority.

Watching others use the facility, it is easy to review and correct mistakes, and time spent in training for participants and observers alike is more effective and reflective.

And for anyone who thinks this is likely to militarise police, please stop and consider that the potential to train de-escalation, mental health intervention, and tactical communication and negotiation to save lives is compelling. This training promotes tactical discipline and skill.

The scope for scenario development is not limited to defensive tactics either. Crime scene examination, situational awareness and investigative practice can all be enhanced with this training.

Now, here is an easy tip for any astute politician or police leader that is concerned with saving lives and protecting the community, your police and PSOs; look to this system and do it quickly. It exists today to help our police and the community tomorrow.

Policing is dynamic. The challenges confronting us are incredibly complex and ever-changing.

We can't let the real world leave us behind. When the environment is one that is hard or impractical to replicate, currently we default to online question-based training for everything from mental health crisis to armed offender response.

We needn't.

There is a better way and Victoria Police and the Government has the opportunity to lead in providing the community with the surety that comes when police and PSOs get the opportunity to train the same way that they are expected to operate in the community.

Watch this space.

Common sense tells me that any reasonable person charged with the responsibility of preparing and protecting members will realise, particularly after experiencing it for themselves, that adopting this technology is not just a possibility, it's a reality.

Pictures courtesy of the Darren Tindale.

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# When the going gets tough...



*Whenever you used to hear of someone with asbestos disease (mesothelioma), you'd think it must be an old miner. But not these days."*

*Police Health member Kathleen Drage, aged 58*



**CONTENT WARNING:** Kathleen's account of her ongoing mesothelioma cancer treatment may be upsetting for some readers.

## My story

For every fibre you see of asbestos there are thousands you don't see. They are that minuscule. I won't even walk down a street if there is a building site with signage indicating asbestos. Part of my 19-hour surgery was picking tiny fibres out of my bowel.

It is just so dangerous.

A house down the road burned down recently, which was asbestos. Who has to turn up? Police and emergency services!

When the backpackers decide to camp in the old asbestos mine at Wittenoorn, who has to drag them out? Police!

I climbed on the roof of a house my husband's family were renovating, to fix the TV aerial. When I came down, I was covered in asbestos dust...

The latency period for mesothelioma is around 30-45 years, but mine was only 15.

## The diagnosis

I was diagnosed in February 2015. They picked it up through a random pap smear. The Oncologist said only 8% of cancer is picked up from pap smears, and they think this is the only time ever in the world they've picked up

abdominal mesothelioma from a pap smear. So I'm rather glad I had that pap smear!

It was recommended that I undergo a full hysterectomy. While I was under the doctor noticed the cancer had spread. They inserted a port and I had four rounds of chemotherapy – two through the port in my stomach and two intravenously.

By then I'd done my research, so I asked the Oncologist about this major surgery called the 'Sugarbaker Technique', where they remove everything they can possibly remove.

I lost my spleen, appendix, greater and lesser omentum, half my large bowel, part of my small bowel, and my gallbladder. I'd already lost my ovaries and cervix during the hysterectomy, otherwise they'd have come out too.

They basically opened me up from my breastbone right down to my pelvic bone. The surgery took 19 hours.

## More challenges ahead

I was in the ICU for two days, high care for three days, and then on the ward for around three weeks. After I initially got out, I was readmitted due to dehydration. Then I had the stoma reversal, which became infected, so it was back to hospital again.



*I remember seeing a quote for what one treatment would have cost me if I was self-funded and thinking 'no one can afford this'. So I'm extremely grateful to be a Police Health member.*

Soon enough my Oncologist told me the cancer was growing again. The only thing they could offer me was palliative care – but I wasn't accepting that.

I asked to be put on any trials going. Luckily there was one being conducted through our local hospital which I went on for about 18 months. The cancer shrunk quite a bit and stayed stable throughout the trial, but now it's starting to grow again. Luckily a new trial's been announced.

Police Health have helped in every way they could throughout my treatment. At one point I remember seeing a quote for what one treatment would have cost me if I was self-funded and

thinking 'no one can afford this'. So I'm extremely grateful to be a Police Health member.

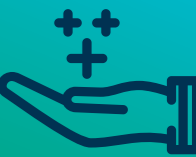
Police Health have just been fantastic, and not just with my mesothelioma journey. I went to get my glasses the other day and I told the girl I was getting back more than I thought I should. She put it through and said, 'oh my, you're getting double back!'. Even my physiotherapist was surprised at how much I get back, saying, 'none of my other patients get it so cheap!'

I'm very happy with the fund, it's definitely worth the investment.



*Since joining Police Health 12 years ago Kathleen has received more than*

**\$81k in benefits.**



**COVER LIKE NO OTHER**

# Class is in

## Monash graduates to join TPAV in 2022

**From February next year, TPAV will welcome fresh talent into its ranks, courtesy of a new partnership with Monash University.**

Sophie Robinson and Tayla Gutteridge were selected from a field of 150 applicants to take part in the new TPAV Graduate Program.

The two-year program incorporates hands-on training via workplace rotations throughout all TPAV departments.

TPAV Corporate Services Manager, Michelle Kafer said the program would enrich both the learning of the graduates and operations at TPAV.

“It is a first of its kind in our industry offering the Association access to new talent, brings a youth perspective to the workplace and provides graduates with opportunities to learn from our best industry practitioners and business professionals,” she said.

The program was advertised through the Monash University website and socials, with the selection process spanning written applications, online interviews and cognitive testing. The field was shortlisted to 14 applicants, with Sophie and Tayla selected as the inaugural intake.

“I am genuinely excited to have Tayla and Sophie join the Association as part of the graduate program’s inaugural year and also look forward to a strong ongoing partnership with Monash University to support the talent that is our future workforce,” Michelle said.

In the first year of the program, Sophie and Tayla will rotate through the Industrial Relations, Legal, Communications, Wellbeing Services and Member Engagement departments, before committing to a full-year placement in year two.

“We are highly motivated to educate, upskill and share as much experience and knowledge as we can impart so that we can utilise the graduate scheme to develop well rounded graduates with significant industry experience so that they can pursue successful careers within TPAV or externally,” Michelle said.

“The Association stands to benefit and grow from the program through sharing in education, mentoring and supporting the innovative mindset that our Generation Z’s will bring.”

The diversity and breadth of disciplines on offer at Monash and the university’s track record with similar graduate programs, made it an ideal partner for the new program, Michelle said.

“This partnership will ensure a unique learning experience for Tayla and Sophie via the opportunity to work with one of the state’s most prominent industrial advocates.”

Monash Partnerships and Development Manager, Chris Roberts said the university was proud to support the development of the TPAV Graduate Program.

“Working in partnership with TPAV, we were able to build a comprehensive graduate program and secure opportunities for students which significantly enhance their industry experience and employment prospects,” he said.

“Through this initiative, Monash is proud to be providing TPAV with some of the best and brightest graduates in Victoria.”



Tayla Gutteridge



Sophie Robinson



“It is a first of its kind in our industry offering the Association access to new talent, brings a youth perspective to the workplace and provides graduates with opportunities to learn from our best industry practitioners and business professionals.”  
Michelle Kafer, TPAV’s Manager, Corporate Services



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# Head start for BlueHub



*The key aim of the pilot is to provide our membership with access to clinicians who are proficient in the use of evidenced-based treatments for trauma-related injury, including PTSD.*

*Tim Peck, TPAV Wellbeing Manager*

BlueHub, a clinical network established specifically for police and protective services officers, to assess and treat mental health injury via clinicians trained specifically to deal with the type of mental trauma suffered by police, will be launched this month following a successful trial period. The Journal spoke to TPAV Wellbeing Manager, Tim Peck, about how BlueHub will change the way police and PSOs seek and receive treatment.

*By Brendan Roberts*

## What was the impetus behind BlueHub?

BlueHub has been established to provide evidence-based specialised mental health services for members, particularly related to effects from trauma.

It has been designed to streamline the process for members when they are accessing services for treatment for trauma-related mental health injuries. TPAV has received consistent feedback from the membership that members have not been receiving best-practice treatment and accessing appropriate services is problematic, which is compounded when members are subjected to the workers compensation process.

It was also clear that there is a lack of information and data relating to the presentation of our members when they come forward and the outcome and effectiveness of any treatment they may undertake. Through our partnership with Phoenix Australia, recognised experts in treating trauma, we hope to provide a streamlined service that delivers evidence-based treatments to our members.

## How long has it been in the works?

The project has been in development for two years and is managed by a team from TPAV in partnership with Phoenix Australia. The project has been funded through a grant obtained from the Federal Government through the Police Federation of Australia. TPAV prepared and made an application for the grant and are responsible for the delivery of

the pilot, which includes Victorian-based Australian Federal Police members.

## What is BlueHub designed to do?

The key aim of the pilot is to provide our membership with access to clinicians who are proficient in the use of evidenced-based treatments for trauma-related injury, including PTSD. There has been significant work undertaken to streamline the Workers Compensation process and we continue to work with Victoria Police, Gallagher Bassett and WorkSafe to improve the experience for members. A feature of the pilot is the capacity to obtain clinical information from participants to increase the understanding of the cause and effective treatments of trauma-related injury.

## Who will it benefit?

All members of Victoria Police can access the pilot. The clinicians participating in the project have undertaken specific training relating to police culture and have experience in treating police members, as well as best practice trauma techniques. Members are encouraged to seek assistance through all of the resources available, if they have a trauma-related injury and are seeking advice, complete the BlueHub enquiry form on the website.

## BlueHub is not a 24-hour, seven-day crisis service

Requests for information will be completed during normal office hours. If you require immediate assistance contact one of the numerous resources available on the BlueSpace Wellbeing webpage.

## Where is it located?

Clinicians involved in the BlueHub project are located in hospital facilities including Epworth Private, Austin Post Trauma Recovery Service, St John Pinelodge Clinic in Dandenong, Melbourne Clinic and Geelong Clinic, as well as across a number of private practices in metropolitan Melbourne.

Phoenix Australia has recently added a clinician dedicated solely to the BlueHub project to assist in managing the capacity of members wishing to enter the program. With the increased reliance on telehealth services during the Covid crisis, many regional/country-based members will benefit from conducting sessions from remote locations during the pilot phase of the project.

## Will police have to pay for this treatment?

TPAV will assist any member seeking access to BlueHub in the compilation of a WorkCover claim form and associated documents.

Should you have an injury that is not work-related, BlueHub can be accessed through a Mental Health Treatment Care Plan with a referral from your general practitioner.

TPAV's recent advocacy for the introduction of the Provisional Payments Pilot has led to this model being rolled out across the Workers Compensation Scheme in Victoria, therefore any member who submits a WorkCover claim will receive thirteen weeks treatment, without cost, from the date of the lodgement of the claim, regardless of the status of the claim.



### How does the BlueHub model make it easier for police seeking treatment, than the previous system?

Previous models have exposed members to an adversarial workers compensation model, where members were allocated clinicians primarily through the respective Employee Assistance Programs (EAP).

Unfortunately, there is minimal quality assurance around the methods of treatment being delivered, the outcome of the treatment provided or a centralised assessment of the reasons why members are accessing treatment.

BlueHub offers streamlined access to evidenced-based treatments with a quality assurance overlay to ensure we can continue to develop and evolve the model to benefit our membership.

### Is BlueHub based on a similar treatment model?

The evidenced-based treatments are recommended by Phoenix Australia as detailed in *The Expert Guidelines: Diagnosis and Treatment of Post-Traumatic Stress Disorder*.

The BlueHub project is focussed on providing early access to the recommended treatments with the aim of providing the best opportunity for a positive outcome for the member and importantly, their family and loved ones.

### Who runs and funds BlueHub?

The BlueHub project is managed out of TPAV, with Rick Burton and Vilay Phengrasmy working closely with the team from Phoenix Australia to deliver the project. TPAV was instrumental in obtaining \$2.5m over three years in the form a Federal Government grant to fund the project.

### How many police and PSOs do you expect will be treated through the BlueHub model annually?

Since the soft launch of the pilot in October 2020, approximately 85 members have participated in the project. We are experiencing some delays in accessing clinicians as we look to expand the model. We currently have in excess of 60 members receiving treatment through the program.

### What has the feedback been like from those who have used BlueHub?

These are among the testimonials we have received from those who have used BlueHub:

*"Since starting BlueHub treatment approximately three months ago, I'm much better now than when I started. I previously saw a psychologist approximately five years ago that was*

*referred by the GP, however since seeing a specialist trauma psychologist through BlueHub, I notice the difference in seeing a trauma specialist and if I had gone to a specialist trauma psychologist earlier, things may have been different."*

*"BlueHub has been a godsend and it has been great to have a psychologist that understands and is very accommodating. On top of that they are specialists in the treatment of trauma."*

### How can members access treatment through BlueHub?

Members can easily access treatment via a dedicated BlueHub members' web portal – [bluehub.org.au](http://bluehub.org.au) – and complete an enquiry form online.

Members who access this service can expect:

- Independent and timely assessment and treatment of their trauma-related psychological injury.
- Streamlined access to evidence-based treatment.
- Access to clinicians with an appreciation of the policing context and culture.

## Village members' offer to support Victoria Police Legacy

### TPAV members will be able to see the latest movies at Village Cinemas for \$1, with the money donated to Victoria Police Legacy to help support the families of legatees.

The offer is for personal use by a TPAV member (one discounted ticket per member) and can only be accessed face-to-face at a Village Cinema box office.

This arrangement will replace the existing practice whereby members show their Freddie for free admission, to comply with Victoria Police regulations prohibiting the use of your Freddie for commercial benefits.

While the \$1 fee is more than what members have previously paid, you can be assured that that money is going to a most worthy cause.

CEO of Village Entertainment, Kirk Edwards said the new deal was a great way for Village to show its appreciation for the work of police and the sacrifice of policing families.

"The Village Entertainment family are proud to continue our partnership with The Police Association Victoria and Victoria Police Legacy, in order to support the dedicated women and men of Victoria Police, and their families," he said.

"We are grateful for the work of the Police Officers and Protective Services Officers who protect our community, and the incredible work of the TPAV and VPL who have been protecting and supporting police families for decades."

CEO of Victoria Police Legacy, Lex De Man joined TPAV Secretary Wayne Gatt in launching the new Village offer to members.

"Victoria Police Legacy sincerely wishes to thank Village Entertainment and The Police Association of Victoria for this

fantastic initiative that will go directly to benefit young police legatees, being the children and youth of those within the policing family who have lost a loved one," Mr De Man said.

"For a long time, Village has shown its gratitude to our members with offers that make their lives a little easier and more enjoyable outside of the job. To also commit to helping support our chosen charity, VPL and the families of our police legatees, shows how genuine Village is in its support of police," Mr Gatt added.

### How to access the discount

TPAV members must show proof of TPAV membership by showing their virtual membership card via the TPAV Members' App.

*The offer is not valid for special events, movie marathons, 3D, Real D, 4DX or Gold Class.*



# Go to the top of the class

## Congratulations to our 2021 school-age scholarship winners

Three school-age children from Victorian policing families have been awarded with a scholarship courtesy of The Police Association.

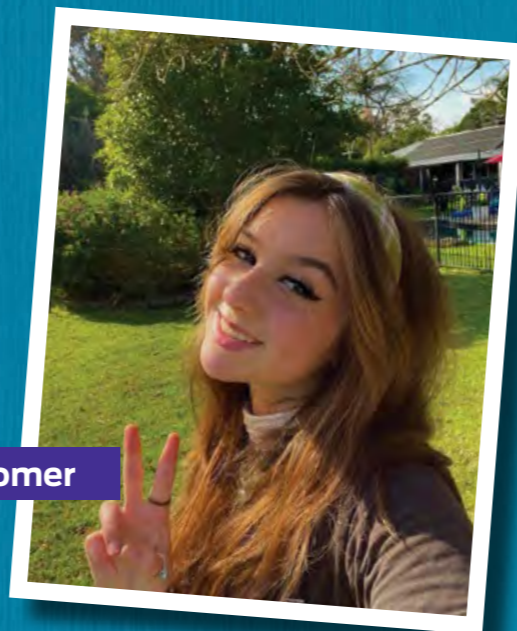
The young high-achievers were selected by a Department of Education panel based on an assessment of their 2020 end-of-year results and their involvement in school community and extra-curricular activities.

Their scholarship award will help pay for some of their education-related expenses such as books, stationary, uniforms and excursions.

We congratulate our scholarship winners who were selected among a competitive group of applicants.

The Police Association will again team up next year with the Department of Education to make these scholarships available in 2022 to school-age students from Victorian policing families.

More details will be provided about the scholarships on offer next year in the December 2021 edition of the Journal and on our website later in the year.



Somer

### Somer Randall

Winner of EC James Memorial Scholarship

"The last 18 months has been a real challenge due to COVID so I'm very grateful to have my efforts acknowledged by The Police Association.

"I am currently studying Year 10 at John Paul College Frankston and enjoy Italian, Science and VCE Legal Studies. I've been involved in school productions such as Grease: The Musical and represent the school in volleyball and debating. I'm an avid reader and writer and have a special interest in human rights and social justice. I hope that whatever career I choose, I will be helping those in need.

"I have a huge love of music and art. Both are a big part of my life. I love discovering new bands and making pottery."

### Chelsea Rosewarne

Winner of Angela Taylor Memorial Scholarship

"I greatly appreciate this award and the opportunity I have been given by The Police Association Victoria. This scholarship will not only assist with my education but aid in my confidence and ability to achieve future goals. I would also like to say a huge thank you to my parents for their inspiration and support.

"Secondary school has provided a means for me to strive and do the very best I can! I have felt inspired to do more for my community, helping others, expanding my horizons and enhancing my skills.

"I'm proud to represent my school in the regional athletics and cross-country championships later this year along with competing in the Aerobics state championships in July.

"I represent several clubs and enjoy participating at competition level. Apart from my school commitments I enjoy representing my lifesaving club in competition events. I have been lucky enough to compete in the state championships on six occasions and I hope to, one day, proceed through to Nationals. Other hobbies are scouts, swimming and taekwondo where I have just recently achieved my black belt!"

### Sienna Stone

Winner of Graham Davidson Scholarship

"I am 12 years old and I go to the Bayview College in Portland Victoria. At Bayview, my favourite subject is PE because I love being active. My other favourite subject is maths because I love solving problems that require you to think.

"I am also highly active outside of school, playing my favourite sport, basketball and netball and enjoy competitive swimming. I also really enjoy volunteering with the Junior Hoops Basketball program with the junior age kids from 4 to 8, which I help to assist in developing their basketball foundation skills.

"This scholarship means a lot to me, and it is a privilege to be selected. The scholarship will go towards helping pay for my school fees and books.

"My future career plans are going to university and becoming a chiropractor, then starting up my own business.

"Last of all, I would like to thank The Police Association Victoria for being selected for the Graham Davidson Scholarship."



Sienna



Chelsea





# The Ring of Steele

How senior police, TPAV, clinicians and an incredibly supportive wife helped rescue Senior Constable Matt Steele.

By [Brendan Roberts](#)



**Matt returning to work is a fantastic example of someone who didn't give up, coupled with a collaborative wrap around service and support from his family, treating physicians, TPAV and members of Victoria Police."**

**Superintendent Wayne Newman**

The chaotic spiral of PTSD can be short, brutally sharp and in too many cases, permanent. It can swallow up careers, families and relationships and in some cases, the lives of those it envelops.

Senior Constable Matt Steele found himself staring down this reality.

"I thought I was done and dusted, (thinking I) would never work again. I was sitting in a psych ward saying how on Earth did I end up here?"

## How it all started

Matt had been at the Dog Squad, a unit he loved, for more than a decade when a serious assault in 2016 triggered the beginning of his spiral.

"I was involved in the arrest of some armed robbers and during the arrest I was assaulted and lost the vision in my right eye. I hit rock bottom then," he said.

"I went to a professor who is an expert in eye surgery and she was explaining to my wife and I what the injury was.

I was waiting for her to tell me what operation I needed, but she said it was inoperable and I'd have permanent damage for the rest of my life."

The injury itself didn't stop Matt from working, but the trauma it caused, combined with incidences of workplace conflict that followed, did.

"The court let the crook go with no conviction, so I hit rock bottom then and began suffering a bit of depression, then I was involved in a few other incidents, I got shot at, and got assaulted a few more times," he said.

"I started getting really debilitating headaches every time I tried to read and I was petrified that I was going to lose my job and my dog. I came back from that and for a couple of years I was getting the highest amount of arrests and making really good progress," he said.

But, after laying dormant for some time, Matt's PTSD came to the surface and began to take hold.

## The spiral down

"Things started to go downhill, I started losing my temper out on the road, I was driving on patrol and I had to pull the police car over because I was having these panic attacks, I didn't know what was happening to me. I was just parked on the side of the road, crying, wondering if I could go to the next job."

Matt's wife Anita, a paramedic, realised first what was unfolding.

"She had a fair idea that something was going on. She confronted me a few times about it and we had a few emotional times. She knew ahead of me that I was unwinding," he said.

Matt decided to take an upgrading opportunity and come off the road, hoping it would quell the panic attacks and reduce the triggers that were beginning to appear more frequently. But, it didn't.

"Next thing, Anita found me inconsolable in a back room at home, trying to do something, and I ended up in a psych hospital."



Matt said his suffering was compounded by a lack of support from some superiors at the time he needed it most.

"My life was hell. I was on medication every day, I put on a lot of weight, couldn't get out of bed. I put my wife through absolute hell."

"My doctors were convinced that I would never work again, and I thought I was done and dusted. Both my kids are in the job, and that made it hard also, because they watched what was happening to me and wondering themselves whether they wanted to stay in the job."

### The road to recovery

Anita was a critical force in dictating the direction her husband's life would take from this critically low point.

She got in contact with TPAV Wellbeing Officer Rick Burton, who was able to

connect Matt with the right clinicians and supportive senior people within Victoria Police.

"One day I get a call from Deputy Commissioner, Rick Nugent, who had heard what had happened to me," Matt said.

"I thought it was going to be a bit of lip service, but he was really good. He just said that they were concerned about me. He said he wanted to get me into a safe space, to allow me to put the uniform on again, he was flexible and he was understanding."

"He said 'this isn't the way we want our people to go out' and he made sure that wasn't the case."

A position was created specifically for Matt in the office of the Deputy Commissioner, Regional Operations. The role involves planning for COVID-19, bushfires and other emergencies.

Matt says Superintendent Wayne Newman also played a critical role in supporting his recovery and return to work.

**"He said, 'this isn't the way we want our people to go out' and he made sure that wasn't the case."**

"Rick and Wayne were really respectful with the way they approached my situation, they knew I was fragile, so they went through my wife at the beginning. Rick went as far as to give my wife his personal mobile and told her to call him if she needed. They both were genuine in wanting to do all they could to help me get back."

"They're the reason I'm back at work and loving what I do and probably the healthiest I've been in three or four years."

### Never giving up

TPAV Wellbeing Officer Rick Burton says being able to put Matt in contact with clinicians and the right people within Victoria Police, and seeing the difference they had made to his life, was incredibly rewarding.

"He has overcome a number of challenges and is a good example of positive results from being connected with appropriate assistance, both professional and within the organisation to assist with helping him," Rick said.

"I know some of Matt's treatment has not been easy or a quick fix and Matt deserves credit for his perseverance and dedication to recover and renew his position."

Superintendent Newman agreed.

"Matt returning to work is a fantastic example of someone who didn't give up, coupled with a collaborative wrap around service and support from his family, treating physicians, TPAV and members of Victoria Police."

Soon, Matt will begin a stint at the Airwing, learning how to work a drone.

He still hopes to get back to his first policing love, the dog squad, something that not too long ago, seemed a world away.

"I could've been this angry, bitter person for the rest of my life," he said.

"For anyone living in that black hole, I'm living proof that, with the right help, you can get out of it."



**"I thought I was done and dusted, (thinking I) would never work again. I was sitting in a psych ward saying how on Earth did I end up here?"**

### Helping the next generation

He says the treatment he has received has been seen and felt by his children.

"It has given my kids restored faith in the organisation," he said.

"They watched how well I was treated by The Association and by Rick and Wayne and it has stayed with them."



# Looking into the future of police training

By Brendan Roberts

**You can't replicate in training what a police graduate might confront in their first day, week, month or year on the job. The scenarios and environments are infinite, the potential for injury too great, the cost too much and the authenticity unachievable.**

Police can rely on their training to guide their actions when called upon, but they cannot know how they will react until they do. Put simply, there's no dress rehearsal for real life as a police officer or PSO.

Until now.

For the past four months, the Operational Safety Tactics Training complex at the Police Academy has been trialling a Virtual Reality simulation system that takes participants through a range of critical incident scenarios, forcing them to react to situations they cannot anticipate or plan for.

OSTT Inspector Paul O'Loughlin said the technology, which he has been looking into for the past four years, fills a void in training that is critical to assisting inexperienced police when they are called upon to respond to a real-life critical incident.

"It bridges the gaps in terms of things that are too dangerous to replicate in real life... you see very strong physical and emotional reactions from students... and that allows them to actually get practice at making justifiable decisions under that sort of critical incident stress, where there is a perceived real threat to their life," Inspector O'Loughlin said.

"I think it gives them the really fundamental skills that they need and some of the things that I think they're lacking, like situational awareness, good risk assessment, planning and decision making."

## The pressure test

The sophistication of the technology and the realism of the environment evokes physiological and psychological responses from participants to the unfolding critical incident scenarios, mimicking the body's natural response to pressure situations and its effect on decision making.

"We don't pressure test our people, this allows us to pressure test them, with threats that they can't otherwise have replicated. It's about engaging that whole of body experience, your emotions kick in, your physiological responses, your psychological responses, and allowing you to recognise that that's happening to you, to not let that panic you or cause you to do something silly and allow you to practice managing your way through it."

"That's how people become good at making good decisions and experienced operational members have got that, but they've done it through a

bit of a baptism of fire, where they had real life consequences. This gives you on-the-job style learning outcomes without the real-life consequences."

## How it works

The VR simulation requires participants to attach a headset and headphones, a separate backpack, and to carry a replica long-arm (which would be replaced by standard issue operational safety equipment, if VR training was to become a permanent feature of OSTT). What they see, hear and respond to, is guided by a controller behind a computer screen. Each scenario is recorded, allowing participants after the exercise to watch from several angles how they reacted to a range of threats, what observations about their virtual environment they made and what they missed, and what it is like to experience their own physiological reactions to high pressure situations.

Probationary Constables Jonah Carey and Alannah Lewis were two weeks away from graduating, when they were put through the VR simulation.

"I was apprehensive because it was so real. My heart was racing, I was a bit sweaty, I definitely noticed the physical side of it," Alannah said.



Probationary Constables Jonah Carey and Alannah Lewis get their dose of the virtual reality training.

"Because it's so immersive, it puts you right in the situation without thinking. When we do training out in the (Academy) village, you've got your squad on the side and you notice people talking and it can be distracting, but with this, you just feel like you're there."

The pair was put through a series of scenarios including at a city premises where several people had been taken hostage by a group of camouflaged and armed offenders, a hostile vehicle hurtling towards them in a narrow alleyway, confronting a knife-wielding man in an apartment which featured extremist flags and literature, and a second hostile vehicle situation unfolding on the Bolte Bridge.

Jonah said the sensory overload and unpredictability of what he was about to confront, made the experience feel 'very real'.

"It's a lot to take in, there's so much noise in your headset that you have to take onboard, but not be distracted by. There's so much to think about with different things happening at different times and threats coming from different places, so you've got to be on your toes," he said.

"You never know what's coming, whereas, with some forms of training, you have some idea of what's coming, with this it's just pure reaction."

This, according to Inspector O'Loughlin, is why VR training supersedes other more traditional methods of training for recruits.

### Training at its best

"If they haven't had that experience before, if they've got no file in their brain to draw from, then that makes it really difficult for them to make a decision (when they have to)," he said.

"VR simulation gives them an array of experience to draw from when they need to make those really critical decisions under stress, when their heart's racing, they have a reaction pre-prepared that is generally going to be effective."

Ross McNeill, Superintendent of the Operational Safety Division, believes that to be relevant and effective, the training of police has to evolve with the types of threats and situations they will confront.

"Training is an evolution, so we progress with technologies, we progress with academic thinking and a whole range of things that come into play over time to create and enhance a better environment and to make sure that the education processes are getting bedded into the individuals as best as possible," he said.



TPAV Secretary Wayne Gatt (centre) inspects some of the virtual reality training equipment with Superintendent Ross McNeill (left) and Inspector Paul O'Loughlin (right).

Superintendent McNeill said Victoria Police had been a leader in modern training techniques and he hoped this would continue with an investment in VR training.

"We've seen that here over the years with the development of the scenario village, which was one of the first of its kind, we've moved to reality-based training to a large extent, with some enhancements and this is probably the latest type of enhancement we're looking at," he said.

"Other areas and jurisdictions are looking at similar things, but we think we're probably at the forefront, because we've got a number of agencies coming to us and looking at what we're doing."

Inspector O'Loughlin said the potential scope of VR training in the future was limitless.

"The ability to really scale the intensity is huge. At the start of the training there could be fairly basic scenarios that are just skills-based, by the end we can start to introduce a lot more stimulus, noise, lighting, weather effects, even scent dispensers, so we can start to really tap into different things to raise and lower the stress levels and incrementally increase exposure to them," he said.

"It means that when they go operational, the first time they walk into a situation where maybe there is a

dead body, they are not overwhelmed by the smell and the sight, that it's not going to break them."

### Endless possibilities

He said the scope for different scenarios was unlimited because the space is reusable.

The area being used to trial the VR system at the OSTT complex is 8m x 10m.

"But, the bigger the area you have, the greater scope you have. One scenario could be a church, then that could turn into an airport," he said.

"You could absolutely re-create Bourke Street, right down to high-level detail, you could re-create critical infrastructure using floor plans to help train for the protection of that infrastructure. If you had a high-risk warrant coming up, you could re-create the apartment you're going to, to execute the warrant and actually rehearse it."

And, he believes the technology's utility is not only in training for critical incidents.

"It's not just all about guns with active armed offender type training, it can be negotiations, it can be family violence, it can be crime scene management, you could re-create a clan lab and just have people gaining some situational awareness and risk assessment. Our operating environment has evolved a lot, it's a lot more complicated than it was and this will help our training catch up."

Pictures courtesy of the Darren Tindale.

## Virtual Reality training: a test you can't cheat

An account by [Brendan Roberts](#)

Having just watched soon-to-be graduates, Jonah and Alannah, step over imaginary impediments, hide behind imaginary walls and recoil from imaginary hostile vehicles and armed offenders during their virtual reality training simulation, I thought I could enter the simulation exercise, with my mind straddling the dignified line between what's virtual and what's real.

I knew the space I was in was open, free of walls, impediments, bad guys, victims, extremist flags, blaring televisions and revving cars. With that knowledge, I thought I could cheat my mind into entertaining my environment under the headset, while maintaining my spatial awareness outside it.

But when the headset and backpack went on and the sounds in my ears matched the virtual world I was now immersed in, I immediately and instinctively began reacting to the environment around me.

As I walked hesitantly down a virtual hallway, I heard a commotion to a room on my right. I looked inside to see a nervous looking man with his hands in the air. When a figure in camouflage and a handgun appeared behind him, I instinctively ducked back behind the invisible wall that my brain had told me seconds earlier wasn't really there, and to ignore.

Pretty soon I was bending down to pick up virtual firearms and looking around the room to put faces to the whimpering and heavy breathing noises that were coming from the surviving hostages who were surrounding me.

It showed how quickly and comprehensively the visual and audio stimulus had overpowered my brain's ability to separate what I was seeing, hearing and feeling, from where I knew I was, what I was doing and what was happening to me.

And, it made my reactions to what I was confronting pure and instinctive; a valuable baseline measure for how I would fare in a real-life situation.

As I removed the headset and regained my bearings, I felt my heart rate still elevated, the sweat on my hands and a distinct sense of vigilance.

While the simulations provide a realistic platform to test training in realistic scenarios, they also elicit an individual biological reaction to the pressure situations that unfold, something that can't be re-created in other practical modes of training.



## TPAV Strategic Plan 2021-24

# Strength & stability in times of change

### Last month, The Police Association's Board endorsed TPAV's new TPAV Strategic Plan for 2021-24.

This Strategic Plan – which follows on from TPAV's successful implementation of its 2018-21 plan – sets out a coherent approach to realising the Association's key objectives and policy priorities over the next three years.

TPAV Secretary, Wayne Gatt said the plan outlines a vision on where TPAV want to be by the end of 2024 and provides a roadmap to achieve its goals on behalf of its rapidly growing membership.

"The complex policing environment that our members now work in presents safety and security issues, the likes of which we've never before seen.

"It is this period of growth, coupled with the new normal of 'uncertainty and change', which ironically, we must 'plan' to navigate.

"We need to grow and change the range of services we deliver to our membership to ensure we keep pace with them in this environment.

"Each pillar and goal in our strategy has been formulated with the intention of achieving real results that will ultimately benefit all members. After all, it's our 18,000+ members that are always at the centre of everything we do.

"This important document is designed to serve as a daily reminder to all of us who serve our members, in whatever capacity, about what's most important for them.

"Our strategic plan will be reviewed regularly by the Board to ensure the tasks are followed through and that our goals are delivered.

"While this plan provides TPAV representatives and staff with a clear plan on how to improve services and benefits for members, it is also vitally important that members also have input.

"We want our members to remain engaged with their Association and to drive our future direction from the ground up, so that we achieve the best possible outcomes they deserve."

Members can view this document in its entirety by going to the TPAV website [www.tpav.org.au](http://www.tpav.org.au).



### TPAV Strategic Plan 2021-24

#### TPAV's five key pillars of success are:

1. We are a united body with an active and engaged membership
2. We deliver the highest quality support, advocacy and benefits to our members
3. We are financially strong, responsible and stable
4. We are politically prominent and influential
5. We are a robust organisation supported by highly skilled and committed people



TPAV  
Members Get  
**\$100 off\***  
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1800 738 722 [info@screenaway.com.au](mailto:info@screenaway.com.au)

For more information, please visit the 'Bargains' section of the TPAV Member Portal.

\*Terms and conditions apply.



# Sisters in law



By Brendan Roberts

**Due to the confronting nature of their respective jobs and the shared challenges they face on the road, police and paramedics share a natural kinship.**

For Cass Malietzis, a police officer, and sister Bianca, a paramedic, the bonds of life and work overlap, meaning that what happens on the job in the day or night is often the subject of a debrief when their shift ends.

They each have a deep respect for each other's role.

Cass graduated in November 2020 and has been stationed at Croydon for the past four months. Bianca has been a paramedic for four years.

"We've been to a few jobs together, which is nice, one involved a mental health patient when I had just started. It was quite surreal, but a good feeling knowing that we crossed paths both doing a job that we love," Cass said.

## There for each other

"I talk to her about my job all the time and we often debrief after work, because obviously Bianca understands because paramedics are at the frontline with us, and she's a really good person to get advice off if I need it. As police we are involved in situations where we deal with it from a policing perspective, whereas she can provide a medical perspective which is really valuable."

Bianca said she can appreciate the difficulties and challenges that police face on the road, because they're often similar to those she endures.

"There's an element of self-sacrifice for both jobs," Bianca said.

## The challenges

"For me, the shift work itself can be challenging. On the job, you can get patients who are struggling with mental health and it can be hard being that person that has to say 'look, we're going to have to take you to hospital now' and generally being the bearer of bad news."

"I think being the bearer of bad news to a person who has had a family member pass away, knocking on their door and dealing with their grief would be really hard."

Cass says she admires paramedics for the often dangerous work that they are called to do, without any personal protection.

"They deal with so much, without what we have. We can use our communication, but if things go wrong, we have the ability to be able to deal with it using a tactical option or having

back up. They don't have anything other than their mouth as a tool."

Both list mental health as the biggest societal problem that impacts their jobs.

"Since the lockdown, there are a lot of people who are still suffering from it, whether it be mental illness or still struggling to get back to normal, it's a big thing and something we are constantly dealing with," Cass said.

"For us, it's a matter of understanding people, being able to communicate with them and being able to help them access the help they need. There are obviously some things as police that we can't do, but being able to put these people in touch with the right supports is a really important thing and a big challenge in our work right now."

## The rewards

The sisters agree that being able to help people in times of need or distress, is the most rewarding aspect of their jobs.

"I know that's the main thing for people who join the job, but that's the big thing for me. Whether it's something small like being able to return lost or stolen property to them, or helping people through a mental health crisis, or some

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**As police we are involved in situations where we deal with it from a policing perspective, whereas she can provide a medical perspective which is really valuable.**

99

Constable Cass Malietzis

sort of crisis in their life, that's the most rewarding aspect I find," Cass said.

Bianca said the variety of work and location, and her colleagues, were other satisfying elements of her work.

"Anywhere is your office, it's interesting to go to different places and you really are learning something new every day, there's always a patient who is dealing with something that you're not familiar with, and you get to work with some great people as well."

Cass says her mum, Anita, and late dad have always been proud that their girls chose jobs that served the community.

"Mum always knew that this is what we wanted to do and having grown up with family members in the job, there's a familiarity about it. She has always been supportive but does tell us to be careful. Dad was always a bit more worried about us, but very proud of us," she said.



Bianca (left) and Cass Malietzis pictured with their mum Anita.

# Property market wrap

Well, if I had of written this article at the start of 2021 as my prediction of what the real estate would look like by August 2021, I would have been laughed at by everyone from real estate agents, financial advisors, journalists, and the public.



Luke Lawlor 0414 757 705



## Median house prices soar

The overall prediction for real estate in 2021 was for prices to stabilise at best but more likely to fall on the back of an economy that was seeing businesses trying to put 2020 behind them and the uncertainty of ongoing lockdowns.

Fast forward eight months and to say the market is anything but flying is an understatement. Melbourne house prices rose by 1.5% again in June which saw the overall growth in the first six months of 2021 reach 9.8%. This saw the median house price in Melbourne hit \$1,000,000.

Whilst this was an amazing result there were other capital cities that outperformed Melbourne. Prices in Sydney have risen 15% which saw their median price hit a whopping \$1,400,000. Other cities to show strong growth include Brisbane 11.6%, Adelaide 9.2% and Perth 9.8%.

Overall, across Australia the median house price jumped 13.5% in six months driven by record low availability and low interest rates.

The strongest market is still the family home situated on its own title close to schools, shops, and transport. It is not unusual to see more buyers competing all over Melbourne at hundreds of auctions every weekend for this type of property. The unit/townhouse market is also strong especially in boutique blocks without large body corporate fees. The only market not performing is the apartment market due to oversupply and weak demand.

So, if you are a seller the market has never been better, and you are pretty much guaranteed to achieve a great result. However, if you are a buyer its tough work out there with little sign of the market slowing down in 2021 so hang in there and don't give up.

## Biggest mistakes when selling

Most of the time I talk to people about the right things to do when selling but here is my list of the wrong things to do when selling. Do these things and you will most likely lose tens of thousands of dollars when selling.

## Everyone's an expert

When it comes to real estate truer words have never been spoken. Sure, everyone has an interest in real estate but that doesn't mean they understand real estate.

When selling you need to block out all the external noise and listen to the experts and facts. If you are selling, do not listen to advice from people that have watched *The Block* and sold one home in the last 20 years, their advice is bad and will cost you money.

## Cost versus investment

You need to understand the difference between these two, one makes you money and one loses you money. When selling, having the correct marketing, preparing the home correctly for sale and styling the home with modern furniture will cost you money but 95% of the time a buyer will pay significantly more because of these. By not promoting your home correctly and presenting it badly you might think you have saved some money on advertising, furniture hire and repairs but you will most likely have cost yourself far more in the sale price.

## Don't overprice it

There are three things that will stop a home selling – presentation, promotion and price. Remember a home is only worth what a buyer is willing to pay, not what you need to fund your newer bigger home or lifestyle. Buyers know what similar homes are selling for, they have all this information at their fingertips, so do your research on price and aim to quote it at the highest price possible without losing the buyers thinking its overpriced.

**This is a FREE service to all current & retired members.**

For more information on Emergency Services Property Advisors, visit the website at [espropertyadvisors.com.au](https://espropertyadvisors.com.au), or call **Luke** directly on **0414 757 705**.

# Deferring your TPAV membership



## Are you going on unpaid leave? You may be eligible to defer your TPAV membership.

Whether on parental leave or another form of leave without pay, we understand finances can be tight.

That's why we offer eligible members the ability to defer TPAV membership\*.

You can defer your TPAV membership for a variety of reasons, including if you are on:

- Unpaid parental leave
- Leave without pay as granted under Victoria Police policy
- Suspension without pay

\* Subject to approval by TPAV Board.

## Things you need to consider if you choose to defer your TPAV membership

- While your membership is deferred, you will still be covered by the Legal Representation Cost Fund for any matters that occurred before you deferred your subscription. New matters that arise during your deferral period will not be covered and your full coverage will resume once you return to work and recommence membership subscriptions.
- While your membership is deferred, you can continue to maintain your wellbeing benefits (i.e.: Death, Sickness, Financial Hardship Benefits) for the cost of \$3 per fortnight.
- After your membership has been deferred beyond the maximum allowable period, your membership will lapse.

## How do I defer my TPAV membership?

If you fall in any of the categories described above or you will soon, you can apply to temporarily defer your TPAV membership by contacting our Member Support Centre on **03 9468 2600** or [general@tpav.org.au](mailto:general@tpav.org.au)

## How do I resume my TPAV membership?

If you are about to return from unpaid leave and need to resume your TPAV membership, please contact our Member Support Centre on **03 9468 2600** or [general@tpav.org.au](mailto:general@tpav.org.au)



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# Better mental health support on the way for TPAV members

## Victorians who sustain a work-related mental health injury will now be able to access treatment sooner thanks to new legislation.

Over recent years the WorkCover system has been under review following various Victorian Ombudsman reports. Maurice Blackburn, together with TPAV, has been advocating the importance of early intervention for mental health injuries and we have called on the Government to introduce measures that focus on this key aspect of workplace health and safety.

We are very pleased this is finally being addressed.

Since 1 July, eligible members have access to provisional payments for reasonable treatment and services for work-related mental health injuries while their compensation claim is being determined.

*Since 1 July, eligible members have access to provisional payments for reasonable treatment and services for work-related mental health injuries while their compensation claim is being determined.*

The payments scheme covers medical and like costs such as GP visits, psychiatrist or psychologist appointments and medication, and ensures workers will not have to delay getting the care they need and deserve.

Even if your claim is ultimately rejected, you will still be able to access these payments for 13 weeks which is likely to increase the chance of recovery and a successful return to work.

To reflect these legislative changes, there will be a new WorkCover claim form available on the WorkCover website from 1 July .

Once the claim form has been submitted to your employer, they have three days to pass it on to their insurers who then have two days to decide whether you are eligible for provisional payments. This means workers will be able to receive payments for medical and like services after five business days of lodging their claim.

If you are suffering from a work-related mental health injury or would like more information about the change, you should contact TPAV as soon as possible on 03 9468 2600.

## How to find out more

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



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Vale TPAV Life Member

## Frank Walsh AM QC

By Sandro Lofaro

**In late June TPAV mourned the sad passing of one of its Life Members, Frank Walsh AM QC, aged 90.**

Frank was an esteemed lawyer and Judge of the County Court of Victoria who also had a direct policing connection, having served with distinction as Deputy Chair of the Police Service Board (PSB) between 1982 and 1993 (now known as the Police Registration and Services Board).

One of the PSB's functions during this period was to arbitrate on industrial matters involving police in Victoria – including the determination of pay and conditions affecting police members – following submissions put forward by key parties, including The Police Association. He also adjudicated on many promotion and transfer matters involving police members.

It didn't take long for Frank to have earned the universal respect of the policing community, having discharged this important role with utmost impartiality, patience and courtesy.

Such was the high regard in which he was held and for the substantial contribution he made to policing, that Frank was awarded TPAV Life Membership in 1994, a year after he ceased serving on the PSB.

TPAV President John Laird, who attended Frank's funeral said that Frank left a very positive legacy to policing in Victoria.

"Frank made many important decisions on the PSB which led to pay and conditions of TPAV members to substantially improve during his time on the Board. He was always rigorous and well-considered in his decision-making and highly respected because of this.

"Frank certainly valued his TPAV membership and enjoyed attending our annual **Retired and Life Members' Dinner** when he was well enough to do so."

Frank was remembered by the Law Institute as 'a tireless worker at the Bar', who was 'renowned for his energy and determination'.

He had extensive interests beyond the law and policing, including sport, and had a great devotion to his family and faith, contributing widely to the Catholic Church.

Frank is survived by his nine children (including current Victoria Police Deputy Commissioner, Tess Walsh), many grandchildren and great-grandchildren.



Court Victoria

# If we separate who stays in the home?

By James Turnbull, Principal, Berry Family Law

*Separated couples often reach an agreement about who stays in the family home and who moves out. But what can the Courts do if both parties want to stay? The inevitability is that, in the longer term, one spouse will have to leave or, if the home is to be sold, both will.*

Where a separated couple have a dispute about who should stay and who should go, there are two separate Court steams which could resolve the issue:

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

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

On an application to them, the Family Court can make an order giving one person the sole use and occupation of the family home. However, these orders are made very cautiously by the Courts. The Judges tend to agree that ejecting someone from their own home, often of many years standing, is a very serious issue. To that extent, before deciding whether an order for sole use and occupation should be made, Judges

are required to be satisfied that it is not in any way reasonable, sensible or practical for the spouses to remain living together under the one roof.

Should a sole use application be brought against you, there is more than one option. One obvious option is to fight the application. Often though, the more sensible option is to leverage against that to see what fair outcome can be reached. For example, we have assisted clients to negotiate sensible compromises including making the spouse remaining in the home liable to pay the whole mortgage, rates, insurances and other upkeep on the home. And further, making the spouse staying assist in jointly paying the removal costs and the acquisition of new furniture. We have also negotiated the payment of money towards the rental costs for the spouse leaving.

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

- a. Any relevant conduct (e.g. violence or intimidation) which would justify one party being required to leave the home;
- b. Whether either party is working from the home;
- c. For how long the parties have co-existed in the home post-separation;
- d. The comparative income of each of the parties;



- e. The comparative convenience or inconvenience of each party having to re-locate;
- f. The needs of the children; and
- g. The hardship caused to either party or the children if they were required to leave the home.

The second way to obtain quiet and sole use of a home arises where there has been sufficient violence to obtain a Family Violence Intervention Order through the Magistrates' Court. Most readers will be only too aware of the existence of what's involved in this regard.

Separation can be emotionally-charged and situational acts of family violence may occur. It is important to recall that family violence need not be physical; ranging from acts which may be considered emotionally, financially or verbally violent or which may constitute intimidation or harassment.

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



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



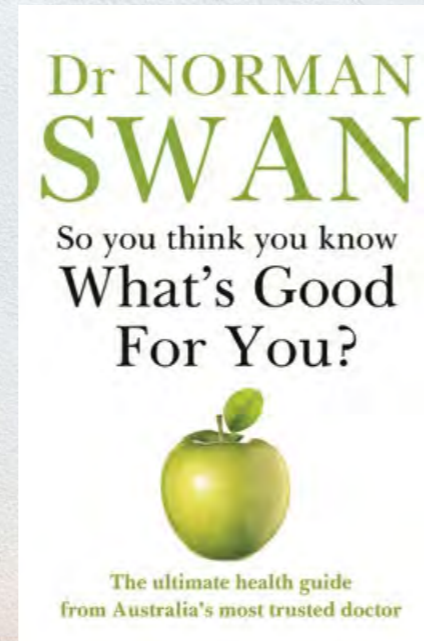
***Separation is already a very emotionally difficult time, but what about the practicalities? The first of the practicalities to consider may be who should stay in the family home. But is there a rule that only one spouse can be there and even if that rule exists, who should that be?***



## So You Think You Know What's Good For You?

By Norman Swan

Published by Hachette Australia



**Informative, accessible and easy to understand, *So You Think You Know What's Good For You?* has everything you need to know about health and wellbeing, delivered with Dr Norman Swan's trademark clarity and wit.**

For over thirty years, Dr Norman Swan has been delivering straight, honest, common-sense health information to ordinary Australians as both a physician and much-loved broadcaster. And when Australia needed clear, scientifically backed COVID-19 facts and advice, it was Norman Swan who stepped up every day to provide the answers we required.

After many years of listening, Norman Swan knows what medical issues people are curious and concerned about. Drawing on the questions he hears time and again, from millennials to baby boomers and all the generations between, *So You Think*

*You Know What's Good For You?* is a one-stop handbook that will settle fruitless anxieties and allow people to focus on what matters to them.

Replace medical myths, half-truths and misconceptions with the information you need to make better decisions about how to eat and how to live, to put your mind at ease and ensure you and your family's health is the best it can be.

*So You Think You Know What's Good For You?* is the new authoritative must-have for every health-conscious Aussie household.

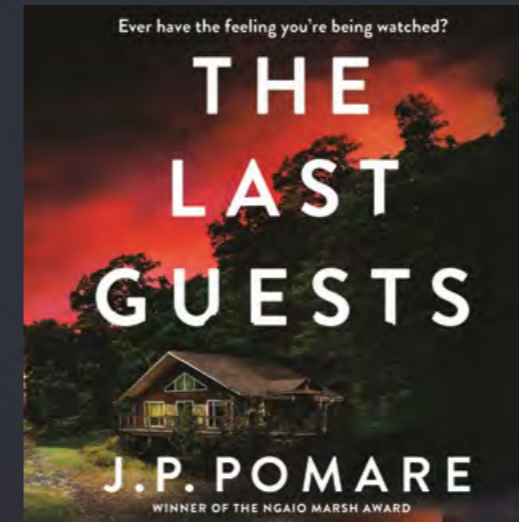
# WIN!

## YOUR OWN COPY

For your chance to win a copy of *So You Think You Know What's Good For You?*, simply email [journal@tpav.org.au](mailto:journal@tpav.org.au) and answer the following question:

**What is the name of the COVID-19 podcast presented by Dr Norman Swan?**

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



## The Last Guests

By J.P. Pomare

Published by Hachette Australia

**Ever have the feeling you're being watched?**

Lina and Cain are doing their best to stay afloat. Money has been tight since Cain returned from active duty, and starting a family is proving harder than they thought.

Putting Lina's inherited lake house up for rent at weekends seems like the solution to at least one of their problems. The secluded house is more of a burden than a retreat anyway, and fixing up the old place makes Cain feel useful for once.

But letting strangers stay in their house might not be the best idea. Someone is watching – their most mundane tasks, their most intimate moments – and all the things Lina and Cain want to keep hidden will be exposed.

A darkly riveting psychological thriller from the bestselling author of *Call Me Evie*, *In the Clearing* and *Tell Me Lies*.

# WIN!

## YOUR OWN COPY

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

**What is the name of the television show, based off a character in the George Orwell novel *Nineteen Eighty-Four*, in which contestants enter a house and are filmed 24-hours a day?**

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

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# QUIZ

# TIME

For your chance to win a double pass to see **DON'T BREATHE 2**, simply email the correct answers to the questions in bold, to [journal@tpav.org.au](mailto:journal@tpav.org.au)

## NEWS QUIZ

- To the end of July 2021, how many COVID-19 lockdowns has Victoria endured?
- Which two Australian athletes carried the flag at the opening ceremony of the Tokyo Olympic Games?**
- Which AFL team has won the most premierships this century?
- In what year will the next Victorian State election be held?
- Which celebrity couple, formerly dubbed Bennifer, recently reunited?**

**Answers:**  
1. 5, 2. Answer in next edition, 3. Hawthorn, 4. 2022, 5. Jennifer Lopez and Ben Affleck.

**DON'T BREATHE 2** is set in the years following the initial deadly home invasion, where Norman Nordstrom lives in quiet solace until his past sins catch up to him.

From Producers Fede Alvarez (Don't Breathe), Sam Raimi and Rob Tapert and directed by Rodo Sayagues, DON'T BREATHE 2 stars Stephen Lang, Brendan Sexton III, and Madelyn Grace.

**IN CINEMAS 12 AUGUST 2021**

#DONTBREATHE2

**WATCH TRAILER**

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## NAME THE SINGER OF THESE SONGS

- Back to Black:
- Hey Joe:
- LA Woman:
- Heart Shaped Box:
- Piece Of My Heart:

**Bonus question: What do all of these iconic singers have in common?**

**Answers:**  
1. Amy Winehouse, 2. Jimi Hendrix, 3. Jim Morrison, 4. Kurt Cobain, 5. Janis Joplin. Bonus: answer in next edition.

**WIN!**  
MOVIE  
TICKETS

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