

BRIAN KELLY was appointed to the AFP in 1980 to develop a welfare program for the force. Here, in the first of a series of articles, we provide some background information on the AFP Welfare Scheme and how it helps members.

Welfare role meets ever-changing needs

The AFP Welfare Scheme had its beginnings in June 1980 when four members were gazetted as Welfare Officers.

They were: Station Sergeant Ray Littlely (ACT, General Policing), PS Sergeant John Dewar (ACT, Protective Services), Detective Senior Constable Tony Regan (Eastern Division), and Detective Sergeant Paula Dellas (Southern Region).

Previously, Chief Inspector Max Bradley had been the Welfare Officer in the ACT, having been appointed on a part-time basis by Commissioner Wilson in 1974.

In July 1980, Brian Kelly was appointed to the Office of the AFP and given the task of formulating and developing a welfare policy for the AFP.

A former infantry soldier who joined the Australian Regular Army as a Private in 1948, he rose to the rank of Major, finishing his army service in 1979 as the senior personnel officer of the Royal Military College, Duntroon.

His principal fields of expertise were training and personnel administration. He also was an Associate Fellow of the Australian Institute of Management.

In 1976 he was awarded the MBE, for his contribution to the welfare of soldiers.

It was significant that no restrictions were placed on the newly-appointed welfare adviser about the role or scope of welfare. This wise and far-sighted policy by those responsible was to prove invaluable during the development of the scheme and gave considerable flexibility to Welfare Officers in carrying out their duties.

In August 1980, a group of 24 interested in police welfare met at the AFP College, Barton.

They ranged in rank from Chief Superintendent to Constable and included the welfare officer nominated for each Division (now Region), with representatives of Personnel Division, the medical profession, Police associations, Victoria Police and the Department of Capital Territory Welfare Branch.

The meeting had up-to-date information on the NZ Police Welfare Scheme, and the benefit of the wise counsel of Chief Superintendent "Chuck" Keating and Sergeant Barry Barker, of the Victoria Police. The NZ Police had established a Welfare Scheme in 1963 while the Victoria Police appointed their first full-time Welfare Officer in 1966.

The present AFP Welfare Scheme was evolved and approved by the Policy Committee and subsequently published in the AFP Gazette in August 1981 (General Order No. 23). The conditions relating to the appointment of Welfare Officers were published in Gazette No. 8 dated 9 March 1981.

The criteria for the selection of suitable Welfare Officers included the requirement that they needed to be well regarded by their fellow members (not to be confused with being popular), were mature in

outlook, had a broad background of police experience and could be said to have their own life in order.

Perhaps more importantly, they had to be prepared to do the job in conjunction with their normal employment and in several cases were required to forego penalty payments by moving on to day work.

The first welfare officers' training course was conducted at the AFP College in October 1981, and was followed by a police welfare seminar at the Australian Police College, Manly, which, in addition to the AFP welfare and personnel staff, was attended by representatives of several State police forces, police associations and the police forces of New Zealand and Papua New Guinea.

In July 1983 the Welfare Officers took part in the Commissioner's exercise, which was followed by a meeting of AFP welfare-related matters.

Welfare Officers are kept up to date on those matters and policies which are likely to affect the members.

Many of the difficulties experienced by members, particularly in the period following the establishment of the AFP, related to the effects of the amalgamation and problems experienced with administrative procedures.

The Welfare Officer was often the one who "smoothed the way" between the member and the Administration, and was often able to help the Administration develop proper administrative procedures because of first hand knowledge of the effects of inadequate administration on the members.

It is yet too early to say that the Welfare Scheme has come of age, but given the dispersion of the AFP, together with the staff ceilings and



• Brian Kelly...advice and guidance on any problem.

financial restrictions currently imposed, the needs of the members seem to be reasonably well served at this stage of its development.

The fact that, in the second full year of existence, 1164 people received welfare assistance would appear to support this statement. The total included some retired members, but the remainder represented about one-third of the total membership of the AFP.

Regional and Assistant Regional Welfare Officers, with their phone numbers, are:

Regional Welfare Officers: ACT: Senior Sergeant Rod Greschke (062) 870 209. Eastern: Senior Constable Jim Carter (062) 690 8823. Northern: Senior Sergeant Keith Carfrae (07) 227 0884. Southern: Detective Sergeant Paula Dellas (03) 634 149. Central: PS Senior Sergeant Ron Jeffree (08) 259 6870. Western: Detective Sergeant Doug Veitch (09) 325 3611 Ext 22. Northern Territory: Senior Constable Murray Geale (089) 818 639 Ext. 15.

Assistant Regional Welfare Officers: Northern: First Constable Bob Hulands (07) 268 4301. Central: Sergeant Merv James (02) 274 8811. Western: Senior Constable Elizabeth Brown (09) 325 3611. Northern Territory: First Constable Michael Mereau (089) 81 8292.

Senior WA officers get MIT training

Seven senior AFP officers in Western Region have just completed a Methods of Instructional Technique (MIT) course to help them conduct promotion coaching courses in the region.

The course was prepared by the Regional Training Officer, Senior Sergeant Alan Dodsley, and Acting Sergeant Stuart Yorston.

It was designed to make senior members of Western Region familiar with basic methods of instructional technique and to give them the knowledge and skills necessary to present instructional sessions.

During the course they learnt to set attainable objectives for instructional sessions; select the best method for presenting a session; prepare and demonstrate the use of a lesson plan; prepare screen projection aids for use in sessions;

demonstrate correct questioning techniques with a group; present a demonstration session on a nominated Police related topic; and list the assets of Police as adult learners.

The course was conducted over 15 working days, with a 30-minute session each day for 10 days. Then participants each presented a five-minute demonstration session over the other five days.

Results were encouraging, and the lesson plans and aids prepared were of a high standard. Demonstration sessions by participants were confidently presented.

Course members were: Inspector Dick Maughan, Senior Sergeant Peter Salter, Detective Senior Sergeant Ray Campbell, Detective Senior Sergeant John Stanton, Detective Acting Station Sergeant John Jacobsen, Detective Senior Sergeant Bob Tilbrook and Detective Sergeant Doug Veitch.

Grateful thanks put into words

The Commissioner has received the following letters of thanks dealing with incidents attended by AFP officers.

ACCIDENT

Sir,

On Wednesday 21 March our daughter was involved in an accident on the corner of Ginninderra and Aikman Drive, Belconnen. My wife and I went to the accident where Senior Constable Porter and Constable Stege were in attendance.

As a family who have a very limited relationship with the Police on an official basis, the approach and attitude of the officers could only be described as one of complete professionalism, understanding and helpfulness at a time which was distressful to us.

Please pass on to Senior Constable Porter and Constable Stege our appreciation for the efforts and the courtesies they extended to us all.

The actions they displayed made a nonsense of the reports of poor police attitudes that arise from time to time and reinforced the lessons we were taught when we were young that police are your friends and are there to help.

C. I. Buchanan
Pearce, ACT.

VILLAGE FIRE

Sir,

We act for (the Estate of the late Michel Noja "Rosette" Jewellers, Manuka Village) and wish to convey our appreciation for the co-operation of all the members of the force involved in assisting the writer and the loss adjusters. The difficult task was made easier by the willingness and courtesy of the members involved, particularly Detective Bob Gray, in charge of operations.

D. J. Martin
Snedden Hall & Gallop
Canberra, ACT.

Accident Squad's 20th birthday

A 'first of its kind' dinner will be held at the AFP College, Barton, on 28 June to celebrate the 20th anniversary of the formation of the ACT Accident Squad.

Organisers expect between 100 and 150 past, present and retired members of the squad from many parts of Australia will be attending.

Contact is Sergeant Allan Castle in Canberra (062) 87 0280.