

# AT YOUR SERVICE

**T**HE police officer is, among many things, a member of the community in which he or she lives. Many take a very active part in the life of the community outside their role as law enforcers.

For some, serving the community becomes very much a community service role. They become members of local parents' associations, join local services clubs such as Apex, Lions and Rotary, or are involved in specialised sporting or public interest activities.

All see their activities as worthwhile and satisfying.

Take Communications Sergeant John MacKenzie for instance. Formerly stationed at Tuggeranong for three years, John is well known in his community for involvement in local organisations. He is a member of Tuggeranong Community Council, South Tuggeranong Progress Association, and Tuggeranong Youth Centre Interim Management Committee. He is parent representative on Urambi Primary School Board and a ministerial appointee to the Youth Access and Co-ordination Program Management Committee.

"My involvement in these locally-based community activities has been of great benefit to my career," John said. "It's given me close ties with my 'parish' and a chance to become known both as a police officer and as an active member of the community."

Chief Inspector Euan Walker, whose involvement in service clubs began when he joined Apex in Darwin in 1962, is another. He is now a club director of Canberra Valley Lions Club and holds the portfolio for 'drug awareness'.

He is closely involved in the introduction of the 'Identikid' project to the ACT, a program, sponsored by a leading photographic company, which provides parents with a plasticised identification card carrying a photograph and other pertinent identification details of their children.

The card has proved of benefit to police in cases of abduction, death by accident and at other times when rapid identification is needed.

"Lions," says Euan, "provides an excellent opportunity to meet and mix with responsible members of the community in an atmosphere of caring and concern for others."

"There is also the chance to discuss police-related matters informally and to generally further the public relations of the force," he said.

Senior Constable Mick Richardson, of Traffic, is a member of Lions, and has been president of the Ginninderra Club. He is at present deeply involved in the Youth Exchange Scheme which hosts youth from many countries on short visits to Australia. Young people from Australia also visit overseas countries.

Mick recently personally hosted a group of Indonesian cultural dancers while they were visiting Canberra. A highlight of the tour was an invitation to visit the Governor-General at Yarralumla. He also is well known for the distribution of the 'Lions Mints' around police offices in Canberra.

"Over the past few years, mint-munching coppers have contributed thousands of dollars to Lions projects," he said.

Senior Constable Bill Mackey, well known to the people of Canberra through the popular "Police 7" television program, and who is now attached to Training Division, is a member of the Apex Club of Tuggeranong. In 10 years with Apex, Bill has held many positions on the board.

His major contribution to club activities revolves around the upkeep and fund-raising support for a snowfields chalet at Smiggin Holes which caters for physically handicapped children.

Bill says he gets a great deal of satisfaction from 'putting things back into the community'. He is a frequent guest speaker at other Apex Clubs on the subject of policing and enjoys the opportunity to spread the public relations side of his chosen career.

Bill also referees all grades of Rugby League in the ACT.

Station Sergeant Denis McDermott, of Belconnen Station, recently developed a judo club in his area. The Club meets at Evatt Primary School on one evening each week.

With 83 children attending regularly, it is obviously filling a community need.

Denis is helped by Senior Constable Phil Klein, of the Breath Analysis Unit, who is chief instructor.

Denis, with the help of the Police and Citizens Youth Club staff, saw the need for junior discos in Belconnen and is now organising these functions on a monthly basis at local schools.

Station Sergeant Bernie Smith, also of Belconnen Station was elected president of the local Lions Club while serving as Police Commander on Norfolk Island. The club had 52 members.

"We were very much involved in caring for elderly people on the island, with a wide range of tasks such as house painting and maintenance, and gathering and cutting firewood," he said.

On his return to Canberra, Bernie re-joined Belconnen Lions Club and is now a director. The club has been involved in raising funds for the construction of a traffic education centre and a playground for handicapped children, and the refurbishing of a local Guide Hall.

Bernie says he achieves considerable personal enjoyment and satisfaction from helping his community and the friendship of fellow club members.

His sentiments are echoed by many other members who are similarly involved and who find their police work made more enjoyable by close association and participation with community activities.



## Platypus — how you too can contribute

**Don't forget we need to hear from you on any topic you think would be of interest to AFP members.**

Your contacts for each of the regions are:

Eastern Region: Senior Constable Jim Carter. Telephone: (02) 690 8823

Southern Region: Constable Gary Knack. Telephone: (03) 654 2744

Northern Region: First Constable Ray Bedford. Telephone: (07) 227 0777

Central Region: Sergeant Paul Adey. Telephone: (08) 274 8839

Western Region: Sergeant Elizabeth Harrison. Telephone: (09) 325 3611

Tasmania: Sergeant John Jennings. Telephone: (002) 44 6206

Northern Territory: Steve Coates. Telephone: (089) 81 3370.

In Canberra members can ring 68 3509.

And for those receiving 'Platypus' at home, if the copy is going to the wrong address please let us know immediately by writing to:

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• Clare Smith



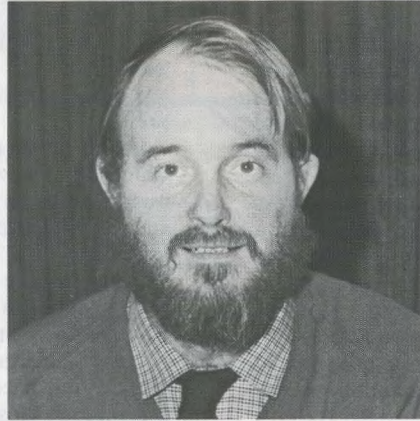
• Nancy Palombi



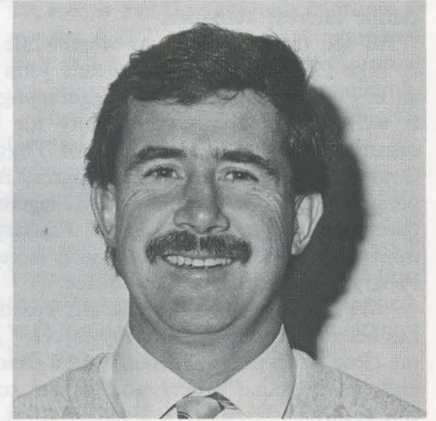
• Beth Molnar



• Rita Prosen



• Rod Power



• Peter McEwan

**W**HILE members of the A.C.T. Region are carrying out their community policing responsibilities, a small group of loyal and dedicated members of the OAFP provide essential support services.

Some of these members have been with the Force for a number of years.

Take Clare Smith, for instance. Clare is probably one of the most recognised public servants with the AFP. As Receiver of Public Moneys and, before that, Collector of Public Moneys, she has been responsible for taking payments from the public for over 12 years.

Clare began as officer-in-charge of the Accident Records Section and CPM in 1974.

"My first office was a partitioned off section of corridor to house my safe," she said. "Because of work load, two positions were created a year later and I was relieved of the accident records job."

With the advent of 'On-the-spot fines' in 1983, Clare acquired an assistant, a new counter and a mass of thick glass with a small 'talking hole'.

"I think in those first few months I heard every excuse possible about why my 'customers' should not have received their fines notices," she said. "Because we were taking the money it was all our fault."

"My most nervous times were when I had to attend court as a witness. I hated that."

"But I was very proud when I was

summoned to the Commissioner's office earlier this year to receive an Australia Day Medal and citation," Clare said.

#### WELL RECOGNISED

Another member of the OAFP at City Station who comes in the 'most recognised' category is Nancy Palombi. Nancy is the Station's tea-lady. She started working in March 1969 and has enjoyed her 17 years, despite occasionally losing her tea trolley in the lift or spirited away by some practical joker.

Nancy is of Italian extraction and initially had some difficulty with the English language and also knowing who was who — particularly those working in plainclothes. She tells the story when, not long after starting work, she dropped a tray of cups and saucers.

The noise attracted John Dixon, a senior public servant, who asked what had happened, she said.

She told him how the accident happened and then added: 'but don't tell the Boss'.

John's reply, "I am the Boss" left Nancy speechless.

#### COURT WORK

Beth Molnar is another long-term supporter. She started typing traffic and other criminal summonses in 1973, after working at Central Court and Paddington Court in Sydney. Later she worked at the Police Prosecutors Office typing

summonses, coroner's work, letters and subpoenas.

When a typing pool was set up, she did shift work in General Duties and Traffic at night.

"One incident I well remember occurred when officers brought in a woman they had arrested," Beth said.

"She was very slippery and during the struggle her dress ripped. One officer yelled: 'Quick, get Beth!' My legs turned to jelly. Six burly police couldn't hold her. What could I do? But she eventually quietened down."

Beth said she had served under four Police Commissioners and seen the Police Station rebuilt.

"We've had our share of weird customers," she said. "They either pay their fines without a word or they try anything to get out of it."

"One lady who came in was to be summonsed for stealing. Her husband was a member of the diplomatic staff of an embassy. She was terrified her husband would find out and would beat her."

"We had the summons served on her in the office and when the day in court came, I went with her and explained to the Magistrate her circumstances. She was fined \$50. A journalist came up to us and said he would not print the story. He kept his word. As the lady went away very happy, she blessed me."

#### ANOTHER RECORD

Another who has been in Accident

Records is Rita Prosen, who started with the A.C.T. Police in 1974. She worked in the cafeteria for 18 months.

"I moved to Accident Records in 1976 and have been there ever since," she said.

"I most probably will still be here in my electric wheel chair," she added.

## RESEARCH

A supporting role with a difference is that of Rod Power. As an Assistant research Officer — a university graduate recruited to learn about research and administration in the Public Service — his task has been to report on various aspects of AFP policing.

Rod joined the Public Service in February after some years as a school-teacher, office manager, research officer and national serviceman. He holds a Master of Public Administration degree from the University of Southern California and an honours degree in economics and politics from the Australian National University.

"I was initially assigned to examine some aspects of the efficiency and effectiveness of patrol police in the A.C.T. and had three months to prepare my report," he said.

"I was based alongside the A.C.T. Communications Room and was able to learn a good deal about the type of incidents to which A.C.T. Police respond. My final report contained chapters on the pattern of population in the A.C.T., crime patterns, police manpower and deployment, and the link between the A.C.T. and National responsibilities of the AFP.

"The opportunity to work with personnel involved in community policing was a valuable introduction to governmental administration for me," he said.

## PURCHASING

Peter McEwan, on the other hand, joined the A.C.T. Police from the Department of Foreign Affairs in 1975 and worked in Personnel as a staff clerk. After 18 months, he moved to the Purchasing Section, an area in which he devoted much of his time both with the A.C.T. Police and the AFP.

"I was given the task of setting up the headquarters in National Mutual Building when the AFP was formed in 1979 under Sir Colin Woods as Commissioner," he said.

In the past few years, he has been involved in Management Services activities, with responsibility for providing telephone services, furniture and fittings, office machines, officer services and purchasing.

Peter also has played a part in promoting sport in the force. He plays basketball with the Police Team and has participated in three National Police Championships as well as the Australian and New Zealand Police Games in Sydney this year.

# INDUSTRIAL COLUMN

- In this issue, we begin a regular column on Industrial Relations issues which affect members of the AFP and the OAFP, supplied by the Industrial Relations Division (IRD).

## Equal Employment Opportunity

RECENT Government initiatives now require the AFP to develop and implement an Equal Employment Opportunity (EEO) program for police members. An EEO plan already has been developed for OAFP officers under the Public Service Act. The Commander (Industrial Relations), Chief Superintendent Ian Broomby, has formed an interim working party of AFP, OAFP and Australian Federal Police Association (AFPA) representatives to develop appropriate EEO policies and programs for the whole organisation. An early draft of the plan will be placed before the proposed AFP Consultative Council for consideration. After consultation with the associations, the draft plan is expected to be submitted to the Commissioner.

## Commuted Penalties and Skill Allowances

The AFPA has sought the AFP's views on two proposals which could have a major impact on the terms and conditions determination.

IRD has agreed to undertake a full examination of a proposal to determine whether a commuted penalty allowance in lieu of shift penalty rates is a feasible proposition in terms of AFP work requirements and the National Wage Case Principles. The AFP review is expected to be completed towards the end of this year.

The AFPA has indicated that it will lodge an application with the Federal Police Arbitral Tribunal to consider new and existing specialist skill allowances. IRD has supported the development of a program which will examine the merits of individual allowances in stages over the next nine months. Further details of the program will be published in future editions.

## Industrial Democracy — implementation phase

Discussions on the implementation phase of Industrial Democracy have been held with the principal consultant for Disc International, the firm engaged by the Commissioner to develop and recommend consultative mechanisms for the AFP. The consultant firm's report to the Commissioner has been distributed throughout the AFP to obtain the widest possible range of views on the implementation of Industrial Democracy.

The consultant and the Department of Employment and Industrial Relations have strongly recommended that the AFP introduce a training program to

facilitate the greatest possible understanding and acceptance of what Industrial Democracy has to offer the AFP.

The AFP and AFPA are currently negotiating a Memorandum of Agreement including a Statement of Intent and Dispute Avoidance Procedure. It is expected the Memorandum of Agreement will be submitted to the Federal Police Arbitral Tribunal for inclusion as an annexure to Determination T3 of 1986. This Memorandum of Agreement will formalise the already strong commitment the parties have to Industrial Democracy.

The next step will be to establish a national consultative council to consider, among other things, the possibility of regional consultative councils.

## Abolition of the Federal Police Arbitral Tribunal

The Committee of Review into Australian Industrial Relations Laws and Systems recommended that the Federal Police Arbitral Tribunal be abolished in favour of terms and conditions for AFP members being set by the Australian Conciliation and Arbitration Commission. The Committee believes this would bring the AFP into line with the rest of the Australian community, and would also reflect current practices in the State police forces.

The proposal has the support in principle of both the AFP and the AFPA, although some differences regarding the extent of the Arbitration Commission's new jurisdiction remain. The Government is expected to bring in legislation on this issue during the Budget session.

## Superannuation

IRD is conducting an inquiry into superannuation issues affecting AFP members. There has been widespread dissatisfaction about the fact that AFP personnel who are compulsorily retired at age 60 cannot attain the maximum level of benefits available under the existing Commonwealth Superannuation Scheme.

There are other grounds for dissatisfaction and IRD is trying to summarise the views of management about the overall effects of superannuation on the efficiency and the morale of the AFP. Background material has been shared with the AFPA, which is also preparing a detailed report on superannuation. Discussions and reporting to Ministers are scheduled for the end of September at a working party comprising representatives of the AFP, AFPA, the Department of the Special Minister of State and the Department of Finance.