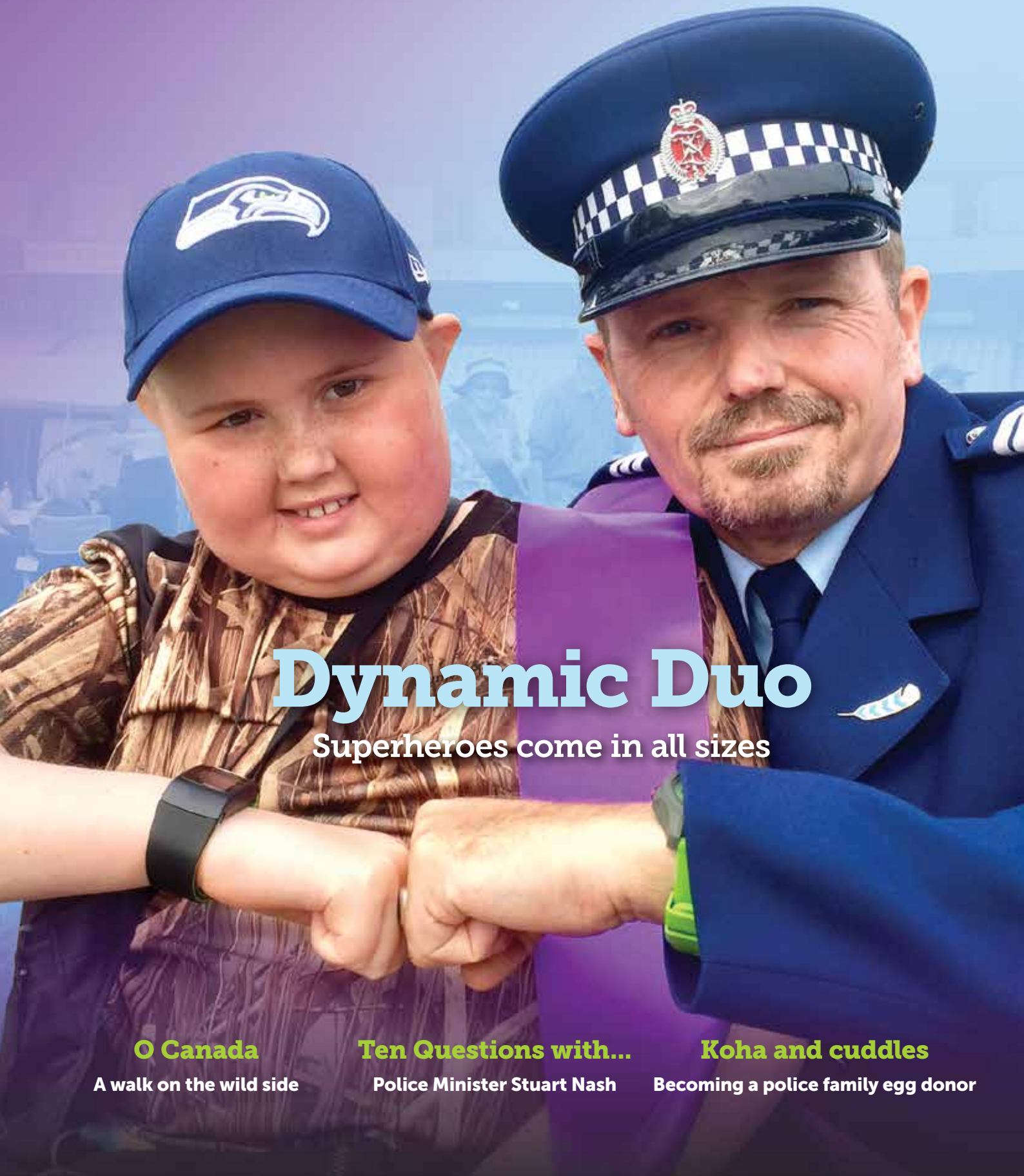




POLICE NEWS

THE VOICE OF POLICE »

DECEMBER 2017



Dynamic Duo

Superheroes come in all sizes

O Canada

A walk on the wild side

Ten Questions with...

Police Minister Stuart Nash

Koha and cuddles

Becoming a police family egg donor

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All the best to all of you from all of us

The management, directors and staff of the Police Association and its subsidiaries extend to all readers, members, retired members and their families our best wishes for a safe and happy Christmas and New Year.

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Police News is the magazine of the New Zealand Police Association, originally the New Zealand Police Journal, first published in 1937.

Printed by City Print Communications, Wellington.

Opinions expressed are not necessarily those of the Association.

Those wishing not to receive a personal copy of *Police News* should contact the editor (editor@policeassn.org.nz) to be removed from the distribution list.

December 2017

ISSN 1175-9445

Published by the New Zealand Police Association

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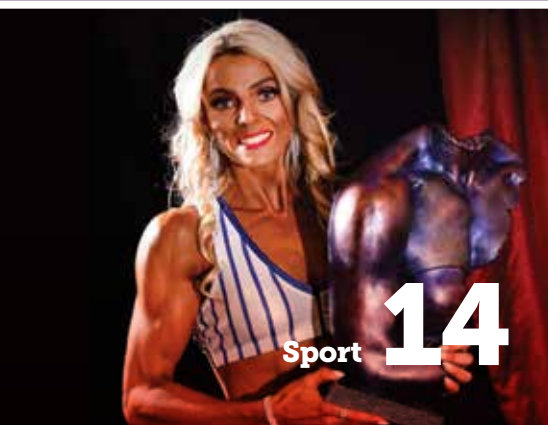
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"A high-performing team must accept that, from time to time, failures will occur. When failure does happen, a leader must acknowledge the failure, then deliver a plan to fix it."

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COVER: Sergeant Grant Gerken and Jayden Morris, aka The Chemo Crazies, were ambassadors for Southland's Relay for Life event in Invercargill last year. Read their inspiring story, p6.



from the President

As 2017 draws to a close, it is interesting to note that the year is book-ended with good news on the policing staff front.

We began the year with the National coalition government's Safer Communities Package, promising \$388 million for 880 extra cops and 245 Police employees.

We finish the year with the Labour coalition government's promise to hike those numbers to 1800 – a mix of sworn, non-sworn and authorised officers. This is a flagship coalition policy commitment and, when it comes to budget allocations, this should add weight.

Each time a new police minister is appointed the Association is quick to prepare a briefing paper outlining the real issues that impact on the policing environment. We are very upfront in conveying to the minister that we are a reliable channel of communication between our more than 11,000 members and the minister's office.

We trust our members to tell it like it is, and we guard our unique role of passing that on directly to the minister.

I recently had the pleasure of meeting the new minister, Stuart Nash, who, as you will know, was a vocal police spokesperson when in opposition, and he has reaffirmed his commitment to talk with the Association on matters of mutual interest and/or concern.

The minister fully understands that the policy of 1800 new police is an ambitious one, and that there will be challenges in meeting it. However, aspiring to a goal that has the potential to make a real difference to the safety of New Zealand communities is much more positive than consigning the challenge to the "too hard basket".

I believe our members will welcome the new Government's wish to

emphasise the importance of both community policing and tackling organised crime. These areas were raised as significant concerns in our 2017 Member Survey.

I indicated to the minister that frontline public safety teams and youth services must form a key part of the community policing approach, and that the current low resolution rates for crime are, to a degree a reflection on the number of investigators deployed across the country.

The key to attaining 1800 extra police is recruitment. At current attrition rates, Police will need to recruit 1000 officers a year for the next three years. That means about 560 more recruits than are currently going through the college annually.

There is a role for us in helping make it happen. Police staff themselves are known to be the best recruiters, so now is your opportunity to promote this great career to friends, whanau, sporting and other groups you are associated with. We all want more police to help share the workload by fattening up that thin blue line.

As we enter the busy holiday period, however, our resources remain stretched across the country, so please look after yourselves and each other. When you can, take every opportunity to catch up with family/whanau and friends and have a very merry Christmas and a happy New Year.

Nga mihi o te wa me te Tau Hou.

Chris Cahill
president@policeassn.org.nz



“...some handcuffs could be fun... (I’m told)”

Broadcaster Hilary Barry on discovering that Police has joined New Zealand Twitter’s Secret Santa game this year.



“Gender-based headgear is a barrier to the non-binary transgender community joining the police service.”

Eh? A spokesperson for Northamptonshire Police explains why the force has replaced male and female helmets with caps.

Meanwhile, in Australia...

“The pants split at the crotch easily...”

Police Association Victoria secretary Wayne Gatt on an embarrassing problem with officers’ trousers “when executing a common arrest technique”. In response, Victoria Police has had to issue pants with a strengthened seam.
– *Herald Sun*

Pay round wish list

We want to know what’s important to you

The collective agreements for constabulary members (constable to senior sergeant) and Police employee members (bands A to J), including authorised officers, expire on **June 30, 2018**.

Negotiations will begin in May and preparations are already under way.

The Police Association has 8600 constabulary members and 2500 Police employees and authorised officers.

Over the coming months, you can email the Association at payround2018@policeassn.org.nz, with your views on what’s important and what’s not. Whether it’s pay, allowances or conditions, we want to know.

Even though we are aware of well-documented issues, such as the problems associated with living in Auckland and other hot spots around the country, we still need to hear from you. Provide examples and explanations that add weight to your views.

Every email will be read by your pay advisers and form part of our overall pay round strategy.

Key aspects of negotiating collective agreements

- Negotiations for the two collectives can be done jointly or separately. This is decided closer to the start of negotiations.
- Strikes by, or lockouts of, constabulary members are unlawful. Final offer arbitration is available to the Police Association and NZ Police if negotiations are unable to reach a settlement.
- Strikes by, or lockouts of, Police employees are lawful. Having said that, the focus of

the parties has always been on reaching a settlement.

- When a proposed settlement is voted on by members, there are separate ratifications – one for constabulary members and one for Police employees (including authorised officers). Voting is by secret ballot at ratification meetings with electronic voting available to members who are unable to attend a meeting for operational reasons or justified personal circumstances. We will continue trialling full electronic voting in Southern and Waikato districts.
- For both collectives, a proposed settlement is ratified if 50 per cent (plus 1) of members who vote are in favour. If ratified, then all members of that collective are covered by the settlement.
- The Association’s negotiating team will be led by Association Industrial Advocate Greg Fleming with President Chris Cahill and other key Association staff contributing specialist skills. They will be guided by a group of 14 pay advisers – constabulary members and Police employees elected to the role by Association committees. Their primary responsibility is to assist and provide feedback and guidance to the negotiating team and some will take an active part in the formal negotiations.
- Whether you are part of the constabulary or a Police employee, you will have the final say on any negotiated settlement through your vote at ratification time.



2018 Membership cards

Your Police Association membership cards, which, among other things, confirm entitlement to many of the great discounts offered through the Member Discounts programme, expire on December 31, 2017. Replacement cards for 2018 were posted in November. If you haven’t received your card, email enquiries@policeassn.org.nz or contact our Member Services Team on 0800 500 122, 8am-5.30pm, Monday to Friday.

Firearms menace on the rise

As the Association continues its efforts to wake up politicians and the public to the increased threats of firearms throughout New Zealand, our 2017 member survey provides strong evidence for keeping the issue front and centre politically.

One in eight (12%) constabulary members reported having been threatened with a firearm at least once in the previous 12 months. That's a 38 per cent increase on 2015, when the figure was 9 per cent. Of those who reported being threatened, 40 per cent recorded more than one incident.

When broken down further, one in five (21%) general duties frontline staff have been threatened with a firearm.

There is also increased support for general arming of police among members and the public.

Police support is up 4 per cent on the 2015 survey, at 66 per cent, with opposition to general arming dropping to 28 per cent.

The Nielsen research company, which

“The incidents involving our members being confronted with firearms are likely reflective of an increased risk to members of the public and this cannot be allowed to continue if we want New Zealand to be the safest country.”

— Police Association President
Chris Cahill

ran our survey, also surveys the public on general arming. It reported that although support had declined between 2010 and 2015, in 2017 there was a 6 per cent increase to 55 per cent.

Among our members, support for general arming is strongest in the road policing area (77%), followed by general duties and intel (both 73%).

Police Association President Chris Cahill said the survey results showed that the issue of availability of firearms to criminals was of serious concern to Association members and one that politicians needed to address.

“The incidents involving our members being confronted with firearms are likely reflective of an increased risk to members of the public and this cannot be allowed to continue if we want New Zealand to be the safest country,” he said.

Satisfaction with training

When it comes to satisfaction with the quality of firearms training for officers, 58 per cent of members reported being satisfied or very satisfied (up 9%), but members clearly want more of it, with just 25 per cent being satisfied with the amount of firearms training available.

In terms of access to firearms, 44 per cent of members are satisfied or very satisfied, and 38 per cent reported being satisfied or very satisfied that armed support was readily available should they require it.

Workplace drug and alcohol testing

Police Association expertise in the area of workplace drug and alcohol testing was called on this year when senior legal officer Liz Gooch was asked to contribute to the *Employment Law Bulletin*, published by business management consultants LexisNexis.

Bulletin editor Susan Hornsby-Geluk, a partner with Dundas Street Employment Lawyers, said workplace drug and alcohol testing was a hot topic in employment law at the moment and required fine balancing of employees' privacy rights with the recent increased emphasis on health and safety obligations.

Liz's summary said the courts had generally accepted that workplace testing may be appropriate and lawful, providing due consideration was given to an employee's privacy. For both employees



Police Association senior legal officer Liz Gooch.

and employers, the starting point was the Health and Safety at Work Act 2015, which covered the management of risk.

Any testing policy must be reasonable

and could be implemented only if was an agreed condition of employment and done either pre-employment, post-incident or resulting from suspicion of intoxication. Random testing was only likely to be lawful for safety sensitive roles and testing needed to be scientifically valid.

Policies should also deal with personal information sensitively and rehabilitation might be a more appropriate outcome than a punitive response.

The Police Association is working with Police to develop an appropriate drug and alcohol testing policy for Police staff.

To read the full version of Liz's contribution on workplace drug and alcohol testing, you can download a free copy of the *Bulletin* from the LexisNexis website, lexisnexis.co.nz, under the Products & Services section.



A crazy kind of attitude



the chemo
crazies

How one cop and one kid took on the challenge of cancer.

A diagnosis of cancer is always tough and Sergeant Grant Gerken has heard it more than once... In 2015 he was told that the lymphoma for which he had been successfully treated 22 years earlier was back.

He was 48 at the time and the Police Association director for Region 7. People were surprised to hear that the energetic and fit senior police prosecutor was unwell. It didn't seem possible.

Grant was disappointed too, but he resolved to go into treatment with a good attitude. After all, he had beaten it once. But this time, not only had his non-Hodgkin's lymphoma returned, but alongside it was an additional diagnosis of follicular cancer, an incurable form of lymphoma.

And this time he found himself with a running mate on the journey – 10-year-old Jayden Morris, who had been diagnosed with a rare and aggressive brain tumour late the year before.

The pair met while they were both receiving stem cell transplants at Christchurch Hospital and formed an instant bond. "We hit it off just like two 10-year-olds should," Grant, with his usual sense of fun, told a reporter that year.

The two started attracting media attention after they formed the Chemo Crazies in May 2015. They called themselves J-Dog and G-Man. It was all an attempt to distract themselves from the rigours of their treatment and to have some fun.



“We hit it off just like two 10-year-olds should.”

An illustration from *We're the Chemo Crazies, Who Are You?* illustrated by 16-year-old Emma Tickelpenny, daughter of Police Association members Craig and Sarah.

They started posting videos to social media for friends and family, often wearing bright costumes such as bow-ties, braces, sparkly hats and matching pairs of Grant’s trademark coloured, pointed shoes.

“We’re two Southlanders fighting the good fight and we’re doing it in the most positive way we can, and hope that we inspire others in that,” Grant said in 2015.

And they were inspirational, to those who knew them and to others facing the scary C word.

They were ambassadors for Southland’s Relay for Life in 2016 and Jayden was the Southland Child Cancer Foundation ambassador.

Their partnership led to the creation of the Chemo Crazies Charitable Trust, website, online game and the creation of the Chemo Crazies Prescription Pack for children having cancer treatment.

The pack includes a “Chemo Crazies Chemo Course” snakes-and-ladders-type board game (the aim is to get from hospital to home), “chemo-powered” glow-in-the-dark wristbands, stress balls, custom-made building blocks, bright-sunshine sunglasses, Chemo Crazies logo pins, chocolates and silly putty.

It also comes with a special cartoon-style book that tells the story of J-Dog and G-Man and their off-the-wall antics. It’s called *We’re the Chemo Crazies, Who Are You?* and it’s illustrated by talented 16-year-old artist Emma Tickelpenny, the daughter of Association members Craig Tickelpenny (vice-president) and his wife, Sarah.

As the fight to help children with cancer goes on, and with Grant’s cancer in remission, he gives all he can while he is back at his job. Sadly, the work continues without Jayden, who died in May last year.

When Grant first met Jayden and his mum at the hospital, he says, he offered to make a fun social media video in the hope that it would at the very least distract Jayden from his treatment and let people see how he was

doing. “What I didn’t realise at the time was that meeting Jayden, and our subsequent forming of the Chemo Crazies, was the best thing that could have happened to me too.

“I was struggling with my own treatment and prognosis, but when I met J-Dog and saw how this courageous 10 year old was facing his huge battle, life immediately took on a new perspective for me.”

Grant admits they were an unlikely duo, “but we were brothers in arms”, and he was with Jayden until the very end.

“He fought every day with courage, humour and humility, and he was an inspiration to us all.”

Grant says the Chemo Crazies Charitable Trust honours Jayden’s legacy, helping families fighting child cancer to make the most of every moment, no matter what the prognosis.

– ELLEN BROOK



For more information on the Chemo Crazies and Prescription Packs for kids with cancer, sponsored at \$30 each, visit thechemocrazies.co.nz, or their Facebook page, The Chemo Crazies.

Pin work

We would like to thank our hardworking committee reps across the country for organising distribution of the huia feather pins for Police Remembrance Day on 29 September. Once again, the pins worn to remember police who have died proved popular as people donated to the Police Families Charitable Trust in exchange for a pin. Particular praise goes to Tracy Daly, of Nelson, who managed to sell her committee’s entire allocation of pins.

Cultivating diversity

The Police Association was one of the sponsors of a Diversity and Culture Conference organised by the Police Women’s Action Network in Dunedin last month. Southern District WAN rep Inspector Shona Law opened the two-day conference, which was attended by 70 people. She said the aim was to find ways to break down barriers and build a modern culture for the district. Guest speakers included Otago University vice-chancellor Harlene Hayne, Southern District commander Superintendent Paul Basham, Equal Employment Opportunities commissioner Jackie Blue, Eastern District commander Superintendent Tania Kura, Police national manager police professional conduct Superintendent Anna Jackson and PNHQ case management manager Catherine Gardner.

Winners

The winners of last month’s giveaways, *The Sound of Her Voice* by Nathan Blackwell (Mary Egan Publishing, pb) and the 2018 Police Dog Trust Calendar are: (book) Chris Keightley, Mark Stewart, Dana Hill; (calendar) Amanda Knyn, Tony Edwards. Your prizes will be posted to you.



I AM KEEN

This column is written by a frontline police member. It does not represent the views or policies of the Police Association.

1800 by 2021?

There are mixed emotions around the traps about the promised 1800 new police in the next four years.

There's excitement for sure, because the extra cops are long overdue. There's slight hysteria because of the three-year recruitment and training challenge that comes with that promise. And there's apprehension that no one will hear our plea for more support staff so our new coppers don't end up sitting behind desks.

Get the dollars right, get the staff right... and we'll get the work right.

I bet the big bosses are wondering about the wisdom of hounding experienced coppers (those over 55) out of the job now that we are trying to boost our numbers. The target of 1800 extra staff will be made easier if we reduce unnecessary exits.

And won't that extra experience come in handy? Problem was, even the bosses weren't immune from the ageist mob.

It was gutting to hear that the Service Centres have lost one of the last experienced and practical bastions of HR who recently left for greener pastures. Apparently, she no longer wanted to do the work of three people. Not entirely unreasonable.

Good luck, LKJ. Your new employer is lucky to have you. By the way, has anyone seen Auckland HR?

Our poor old comms centres are suffering greatly from staff shortages.

I hear that former staff are being lured back for overtime shifts with promises of cake and the threat of impending disaster if they don't help out.

What short memories we have that we should find ourselves heading down this path again.

And, I am still hearing worrying tales about our appointment processes and the application thereof. Free and frank expression of opinion is, of course, valuable, but there's no place for personal bias when you're appointing staff. A fair and transparent process is all we're asking for.

On the election campaign, and politics in general, if you've got a spare 15 minutes, get online and check out former Association president Greg O'Connor's maiden speech in Parliament (parliament.govt.nz). It's worth a look and he throws in a few policing anecdotes as well.

Social butterflies

An online presence is part and parcel of policing now and even old-timers like me like to dip their toe into the sea of social

media from time to time. Police was proud to note in its annual report for 2017 that it now connects with, on average, one million people a week via social media.

Canterbury Police must get the award for the most proactive police district on Facebook, and the wittiest: last month they posted a video from Cup Week at Addington raceway showing two boys in blue attempting a turn on the runway for fashion in the field – Constable Ben Rutherford ("phwoar" was the consensus from some of the young ones in the office) and Constable Sam Crozier ("Blue Steel"). Some hidden talent there.

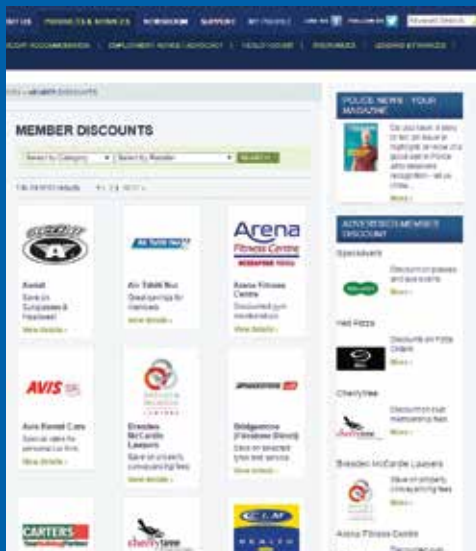
But it's not all posing and dancing; police social media also helps identify and find crooks, reunite people with stolen property and circulate public safety messages.

And, on that note, please take care out there, stay safe and have a very merry Christmas.

Stay safe.

Constable Iam Keen

To update Iam Keen with information, email iamkeen@policeassn.org.nz



Members – don't miss out on great discounts

Check out our growing range of discounts for members through the Police Association Member Discounts Programme.

Simply log in to www.policeassn.org.nz. Select "Member Discounts" from the Products & Services menu to view the discounts available.

Skid Row despair in Vancouver



Vancouver police officers speak to one of the many residents who live rough in the poorest parts of the city.

When the New Zealand Police rugby league team took part in a tri-series competition in Canada earlier this year, they also went on a ride-along with the Vancouver Police Department. Team manager Tony Feasey reports.

As we waited to be picked up for our ride-along with the Vancouver Police Department we learnt that there had been an officer-involved shooting.

Police had come across a distressed male who went on to confront them with a weapon. After a short negotiation, including the use of non-lethal options, he had been shot.

This certainly got the adrenaline running as we waited for our ride.

The first stop was Skid Row, on the east side of downtown Vancouver, where life is brutal and dysfunctional. It is considered the poorest demographic in Canada and, in this one concentrated area, the population suffers from high rates of mental illness and addiction.

Most of us were shown through the area and when we got together at the end of the night to compare notes, the common theme was how surreal it had been.

Working there is challenging, to say the least, and goes beyond the traditional scope of policing. There are thousands of addicts, homeless and mentally ill people, and the drug dealers who prey on them.

As the sun went down, the patrol I was with took us through a back alley. It brought to mind a zombie apocalypse, or the living dead, with rats scurrying around as people openly injected themselves with drugs.

One individual, leaning on a large skip bin, looked over at us with a vacant, glazed expression as he continued to seek the

euphoria that comes with injecting another dose of heroin. I wondered if he would end up as another of the 400-plus who had died from drug overdoses in the past year.

Fentanyl, a synthetic cousin of heroin, can be up to 100 times more potent than morphine and many times that of heroin. Drug dealers lace their heroin with fentanyl to improve its potency. The problem is, fentanyl is made in clan labs and is less pure than the pharmaceutical version, and more unpredictable on the body. A lethal dose of fentanyl is roughly the size of four grains of salt.

British Columbia law allows for “safe injection” sites, called Insites, where users can legally inject themselves. Consideration is also being given to decriminalising cannabis use and, almost everywhere we go, the aroma of weed being smoked hangs in the air.

The rest of the shift was relatively uneventful, but, just as in New Zealand, the officers of the VPD have large amounts of paperwork – although their on-board computer system for dispatching jobs, etc, appears to make life easier.

On the field

The Kiwi players and management also spent time with children and staff from the High Dependency Unit at British Columbia Children’s Hospital and, as part of our commitment to promoting rugby league, with teens from Van Tech High School.

At the school, we met pupils from diverse

ethnic groups. Only one even knew what rugby was, let alone rugby league. They were typical teens, and a hard bunch to crack, so rather than bore them with the “how to play”, we took them outside and got into the fun stuff.

Our trainer, Morna Pulevaka, and Craig “Shrek” Bryant, from the Auckland Firearms Range, set up a field for a skills and drills session.

The teens singled out Tapu Pauli (Auckland City), Simon Luafalealo (Waitemata), Semu Poliko (Auckland City) and John Ng Lam (Auckland City) as being excellent coaches. After an hour of having fun with games and challenges, a lasting impression was left on both sides.

Then it was back to business. At the start of the tour, we had beaten the Canadian national team, the Wolverines, 30-16. Now it was time to take on our old enemies, Great Britain, who were waiting for us at Brockton Oval.

It was a rugged and bruising encounter between two proud police teams and ended with an 8-8 draw.

Although disappointed with the result, we were happy to have achieved our goal of assisting with development of the game of rugby league in Canada.

Special thanks go to the Rugby League Development Foundation (NZ) Ltd, Police Sport, Stefan Crooks at Westie Pies, Ebbetts Holden Pukekohe and the Police Association for their invaluable contributions that made the tour possible.

To buy, or not to buy?

If you're thinking about buying your first home, a new home or an investment property, you're probably also considering whether right now is a good time to buy.

The housing market is certainly undergoing a transition. It's not so long ago that the Auckland market was red hot, with the rest of the country coming along for the ride. But that's changed. ANZ's economics team noted in a recent *Property Focus* report that national sales volumes for September were down 26% year on year. In Auckland, they were down even more, by 31%.

Price growth has flattened, with prices declining in some areas in recent times. It's also taking longer for homes to sell – in September, the average days to sell was 36.5, up from 33 days a year earlier (although this is still lower than the historical average).

So should you sit back and wait for prices to drop, or jump in and buy now?

Our economists believe there are currently two opposing forces playing out in the housing market. On one hand, strong population growth, a solid labour market and a housing supply shortage are factors that support prices. On the other hand, loan to value ratio (LVR) restrictions, tighter lending standards, the potential for interest rates to rise and affordability constraints are combining to keep a lid on prices.

In recent times there's been another factor at play – political uncertainty. A new government has led to uncertainty about what a potential drop in migrant numbers might do. There are also uncertainties about the impact of restrictions on foreign buyers, extensions of the bright line test, potential tax changes and other

measures that may reduce the attractiveness of residential property as an investment.

For now, our economists expect prices to plateau, although risks in the near-term appear more skewed towards prices falling a little further. In this environment, the key to any home-buying decision, because of the cyclical nature of the housing market, is having a long-term focus.

To stay up to date with trends in the property market, you can have ANZ *Property Focus* delivered free to your inbox each month – simply email our economics team at nzeconomics@anz.com to subscribe. And, if you are considering buying, don't forget Police Welfare Fund members can take advantage of the great benefits of the Police Home Loan Package, including discounts on home loan interest rates and other banking benefits, a free ANZ Property Profile report and much more.

To get started simply contact us on 0800 269 296 or pop into your nearest branch.



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Buying a new home or refinancing can be an expensive process. We aim to make it easier on Police Welfare Fund members' pockets.

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Members eligible for the free cover should contact our Member Services team on **0800 500 122**. You will need a copy of your loan document from ANZ.

For more information or to apply for the Police Home Loan Package visit www.policeassn.org.nz

*Police Fire & General Insurance will be subject to the standard underwriting terms and conditions and is provided through the Police Welfare Fund, not ANZ. Members are eligible for one period of six months' free Police Fire & General Home Insurance premium only, per member, regardless of the term of Police Home Loan taken. Police Fire & General Insurance is underwritten by Lumley General Insurance (NZ) Limited.



JOHN SYDNEY MORAN

OCT 6, 1946–OCT 6, 2017

A champion for staff safety and Maoritanga

John Moran had many successes in his life, but there were two areas where his contributions created a lasting legacy – police staff safety and responsiveness to Maori.

As a recognised expert in staff safety and tactical training, he had input on the design, delivery and evaluation of many new techniques, equipment and courses adopted by Police.

These include the side-handled baton, the ASP expandable baton, OC spray and the PCT (physical competency test).

An instructor with a black belt in taekwondo, he walked the talk on fitness.

When he retired from sworn service in 2004, he was re-employed in a non-sworn capacity as a technical adviser on staff safety tactical training until he retired in 2009.

During that time, he developed defensive tactics training for all constabulary members as well as training the instructors, district trainers and authorised officers.

It was acknowledged that his skill and attention to detail contributed hugely to the health and safety of all members of Police.

Deputy Commissioner Viv Rickard said John was a “really decent Kiwi man”, respected by colleagues and supervisors for his meticulous police work.

He was often called on as an expert witness in police shootings and other

criminal and disciplinary matters, including after the Steven Wallace shooting in Waitara in 2000.

John was from Ngati Porou, on the East Cape, but local iwi Ngati Toa considered him the guardian of all things Maori at the Police College.

He was a core member of the Police kapa haka group and contributed to the Police Maori recruitment strategy in the early 1990s. He gave guidance on the Treaty of Waitangi and often spoke on behalf of senior members of Police at occasions requiring Maori protocols.

He bridged the Pakeha and Maori worlds and was respected in both. Mr Rickard said John was “working in that space” before it became a well-accepted part of Police.

John joined Police in 1965, aged 18, graduating from Wing 32 and being posted to Taranaki St Station in Wellington. Several years later, he became a dog handler and spent seven years with the dog section.

His long association with the college began in 1976, while it was still based at Trentham, when he became a physical education, recreation and training instructor.

He was promoted to sergeant in 1982 and became the OC in charge of physical education at the college in 1984. He was promoted to senior sergeant in 1988.

Over the years, he also played for and worked with many rugby teams, including the combined services and police sides. He was a champion of women’s rugby, working as a selector for the Black Ferns and a coach with the Central Region women’s side and the Wellington women’s seven-a-side team.

In the mid-1970s he was awarded a Commissioner’s Certificate of Merit for the part he played in helping resolve a hostage drama in Wellington in which three men had held a police officer at gunpoint. The certificate recognised his “composure, determination and dedication to duty in such a tense situation”.

In 2000, he was awarded the Queen’s Service Medal (QSM) for public services, which recognised his work with police staff safety and his kaitiaki (guardian) status at the college.

John was a long-serving member of the Munro Canteen, now the Cop Shop, which has helped make life better for all those who pass through the college.

At his funeral in Porirua last month, the kapa haka group was present, supporting John’s family and the many speakers who paid tribute to his work and life.

John is survived by his wife, Helen, and four children.



Detective Warwick Worth and other members of the Nga Pirihimana O Tamaki Makaurau Choir during a performance at a Police Pay Parade earlier this year.

Singing their praises

Proceeds from a memorial concert involving Nga Pirihimana O Tamaki Makaurau Choir (Auckland Police choir) have been donated to the Police Welfare Fund.

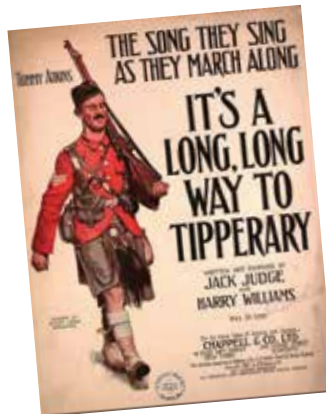
The New Zealand branch of the International Military Music Society, which organised the concert as part of centenary commemorations for the Battle of Passchendaele, has donated \$200 to the fund.

Fund manager Pete Hayes said such donations were always very welcome. "Funds are placed in the Police and Families Trust and used to help members who have been injured while carrying out their Police duties, and the families of members killed in the execution of their work."

Choir member Detective Warwick Worth said it was an honour to be asked to take part in the concert, and it was a highlight for the group among a busy calendar of events this year, including awards ceremonies and the Auckland Police Remembrance Day service.

The choir includes sworn and non-sworn members, with a core group of 15 to 20.

The concert was held at the Bruce Mason Centre in Takapuna on October 15 and included bands from the army, air force, navy and



artillery, as well as the Auckland Police Pipe Band. The police choir was assisted by another choral group, Our Lady of the Assumption Samoan Catholic Choir from Onehunga. Both choirs were led by former police officer Peter Fuga.

Warwick, 31, who has been with Police for nearly eight years, has been singing since high school. He joined the choir in 2014.

The show opened with a solo performance by Warwick, a baritone bass, singing the Belgian national anthem in Flemish accompanied by the massed bands.

The choir then sang a medley of World War I songs, including *It's a Long Way to Tipperary*, *Pack Up Your Troubles in Your Old Kit Bag*, *If You Were the Only Girl in the World*, and *Poppies and Pohutukawa*, written in 2008 by Christchurch-based Vietnam War veteran Chris Mullane.

Warwick said they were particularly pleased to work with guest director Lieutenant Colonel Darren Wolfendale, the principal director of music with the British Army, who travelled to New Zealand especially for the concert.

2018 WALL PLANNERS

Do you need a 2018 Police Association wall planner for your team or station?

Our popular A2 wall planners note useful dates such as Police pay days, Holiday Home ballot periods, daylight saving and school holidays, Police Remembrance Day and regional anniversaries. The planners have been sent to your local Association committee secretaries for distribution. Requests for planners should be directed to your committee secretary.



10 questions with... Stuart Nash

He made his presence felt on police matters when he was in opposition, highlighting staffing levels, frontline response rates and the closure of police stations and kiosks. Now, with a change of government, Stuart Nash, 50, is in the hot seat himself as minister of police.

1 Your government's policy of adding 1800 more police officers over three years is a big call in terms of recruitment and resourcing. How will you make it happen?

I have met with the Commissioner of Police several times and we are having ongoing discussions on strategies to recruit new staff. Although we haven't come up with a definite plan on the exact location of deployment of the new officers, we are very serious about significantly increasing the numbers in community policing roles and organised crime squads, including experts in cyber crime and other 21st-century criminal activities.

2 Some of our members are worried you've got a bit overexcited and it will be a case of quantity over quality. How will you avoid that?

The Commissioner and I have agreed that we will absolutely not lower the standard of police in New Zealand. The entry requirements will remain as they have always been.

3 Apart from an increased number of officers, do you have a vision for the future of New Zealand Police?

I absolutely buy into the Police vision to have the trust and confidence of all. I am also a huge supporter of Prevention First, hence the reason we are putting significantly greater resourcing into community policing.

4 Did you ever fancy being a police officer?

I did think about it when I was younger. I have a number of school mates who joined the service and have done very well and who love their jobs. I don't think I would pass the fitness test now though!

5 Do you enjoy working as a coalition, or do you consider there are benefits to a one-party government?

I love working as part of a coalition government. Ron Mark, NZ First's police spokesperson, and I get on very well, and several NZ First MPs who came into Parliament in 2014 are good mates of mine.

6 What's your view on cannabis use in New Zealand?

I am totally anti any drug, but I do think we need to better understand the consequences of drugs on our communities and come up with alternative strategies. I don't think locking people up because they have an addiction is the answer and I applaud the innovative approaches being tried by Police.

7 You're the great-grandson of Sir Walter Nash, a former prime minister of New Zealand (1957-1960). Do you feel the weight of that inheritance?

A little, to be honest, because mine is a very proud Labour name and I hope to uphold everything the Nash family stand for, but the weight of expectation from the communities I serve is significantly greater.

8 You're the MP for Napier. Do you really like Art Deco?

I love Art Deco. In fact, I am on the look-out for a 1930s police uniform to wear in February 2018. If anyone can help, I would be most appreciative.

9 What's your view on general arming for frontline police officers?

I am against it. There are no plans to review the current policy.

10 Tell us about your family life and interests outside of Parliament?

I am married to the wonderful Sarah and I have two daughters, aged 15 and four, and two sons, aged 12 and five. I used to have interests before Parliament, but most are a distant memory... I love my tennis, enjoy stand-up paddle boarding and I still pull on the boots for the parliamentary rugby team, even though I may have to reassess that one next year. I also collect books and dabble in collecting swords (very amateur).



Koha and

Growing the police family with the kindness and commitment of an egg donor. Ellen Brook reports.



What's all the fuss about? Baby Remi, now three months old.

Sometimes, the fertility gods just don't cast their attention in the right direction, or so it can seem to couples trying to have a child.

Constable Lisa Ross knows what it's like. A few years ago, the Papakura officer and her husband, Simon Tate, also a cop, were trying to have a baby.

It wasn't helped by the fact that Simon was recovering from a serious head injury after an assault while on duty and Lisa had polycystic ovary syndrome, which can interfere with menstruation and make it harder to conceive.

With a little medical intervention, however, in 2014 they welcomed daughter Charlotte to the world.

Then, in 2016, Lisa saw a letter in the January-February issue of *Police News* that struck a chord with her. The letter read, in part:

"We are a loving couple who would absolutely love to have a baby. However, we met late in life and despite two pregnancies, they both resulted in miscarriages. Neither of us has children from previous relationships. We are now looking for an egg donor to make it possible for us to have a baby. I'm appealing to my Police colleagues to help us."

Lisa felt compelled to respond for two reasons. First, she had also needed help to get pregnant and, second, she had previously been an egg donor, although the pregnancy had not been successful.

"Because I had done it before, I knew what I was involved," she says.

The letter gave contact details for specialist fertility company Fertility Associates and Lisa, now 34, was one of three women from within Police who responded to the anonymous heartfelt appeal that had come from Brigid O'Keefe, a detective in Auckland, and her husband, Dave.

That was the start of a process that had its joyful outcome in August this year when Brigid, aged 48, gave birth to her daughter, Remi.

Brigid's delight as she talks about her baby is infectious: "She is gorgeous. I just love her to bits. I couldn't image life without her and I wouldn't trade her for the world."

That joy is shared with Lisa and Simon, as the couples have kept in touch right from the start.

After Brigid and Dave picked Lisa as a donor (they liked the sound of her profile and she lived locally), the procedure was textbook.

As the donor, Lisa went through counselling, as did Brigid and Dave. Medical tests were done, including on Simon (to rule out any transfer of disease or infection, such as HIV), and then Lisa began three weeks of hormone injections to encourage the production and release of eggs.

"It's a bit painful on the body – a bit like a fake pregnancy," Lisa says. She also had to take some time off work to attend medical appointments and for blood tests. "My sergeant was very understanding about it."

The result was nine eggs, which, with Dave's all-important contribution at the lab, produced three embryos that were frozen for one week and then one was implanted in Brigid.

One week later, a blood test confirmed she was pregnant.



The egg donor: Lisa with her daughter, Charlotte.

cuddles

She was delighted, but, with her history of miscarriages, she was still nervous about the outcome and the couple waited till the 12-week scan before telling anyone apart from Lisa.

When the news was out, Brigid says, "everyone at work was really lovely and happy for me. I was very old to be pregnant. I never thought it would happen, but when it did, it was a very easy pregnancy".

Remi was born on August 14 by elective caesarean section.

Now, Lisa and Brigid want to encourage other women to become egg donors because they know there is a need out there.

"Just before I went on maternity leave," Brigid says, "a female colleague approached

me and burst into tears saying she had just found out she couldn't have children. She wanted to talk to me about my experience."

The hurdles to a successful assisted pregnancy can be considerable, including the cost (which can vary up to \$20,000), the time involved and the emotional turmoil.

Lisa says that making contact through *Police News* is a great way of connecting people in the police family.

Lisa and Simon have met little Remi. "It was a really nice feeling to see them together and to see that Remi really looks like Dave, and to see how happy they are," Lisa says.

And, as Brigid says: "Remi's smile makes it all worthwhile."

Lisa and Brigid want to encourage more women in Police to become egg donors.

Lisa says it is still very hard to find donors. Being a donor is an altruistic act – they receive no financial compensation apart from having travel and medical expenses covered.

"As a donor, you have to put your name on the books at the clinic and specify the type of women you would donate to. Sadly, many donors don't want their eggs to go to older women, who, of course, are the ones most likely to be having difficulties.

"I really feel that when it's someone else in Police, you know they are going to be a good trustworthy family and provide a good home for the child."

For anyone interested in finding out more about being an egg donor, Lisa (email lisa.ross@police.govt.nz) and Brigid (email biddyokeefe@hotmail.com) are happy to share their experiences.



The happy family: Brigid O'Keefe and Dave with Remi.

“

She is gorgeous. I just love her to bits. I couldn't imagine life without her and I wouldn't trade her for the world.

FAST FACTS Police Health Plan

The not-for-profit Police Health Plan is one of the best value health insurance packages in New Zealand.

Most things you need to know about the Police Health Plan can be found on our website under 'Health Cover' – see www.policeassn.org.nz/products-services/health-cover. You do not need to be logged into the website view it.

Top rating for satisfaction

In a *Consumer* magazine survey comparing all health insurers in New Zealand, Police Health Plan was ranked No 1, with an overall satisfaction rating of 82 per cent. The highest rating for other health insurers were 55%, 51%, 50%, 41% and 34%.

By the numbers

- Police Health Plan is the fifth biggest insurer in New Zealand on the basis of premium income and the sixth largest insurer in the country by number of members (about 32,000).
- The Police Health Plan receives more than 17,000 general medical and 10,000 surgical claims each year.
- Claims paid (including GST) total \$38 million a year; \$730,000 a week.
- Surgical claims account for more than 75 per cent of the total amount paid out.
- At more than \$7 million a year, claims for hip, knee, shoulder, other joints and orthopaedic surgery top the claims bill.

Levels of cover

The Police Health Plan offers quality medical cover, reimbursing costs ranging from GP visits to major surgery. Members can choose the level of cover that best fits their needs and budget:

1. **Surgical** – provides for the costs of surgery only.
2. **Basic** – covers the cost of surgery and up to 80 per cent of most general medical costs.
3. **Comprehensive** – covers surgery, general medical costs and some optical, dental and audiology treatment.

Making a claim

What can I claim for?

A wide range of benefits are offered under the Police Health Plan. For a complete list, see the Health Plan section on our website. The maximum you can claim under each benefit is renewed every year on July 1.

Getting approval is easy – go to 'Making a Claim' at: policeassn.org.nz/products-services/health-cover/health-plan-making-claim.

Surgical claims

Surgical costs need to be approved before surgery.

Medical claims

You can make a claim any time within 18 months of incurring a medical expense, and you can send your claim by email, fax or mail.

82%

Police Health Plan
Overall satisfaction rating according to a recent *Consumer* magazine survey

Claiming soon? Avoid the Christmas rush

Remember to get your claims in by early December to avoid the Christmas rush. Police Health Plan will be closed from late December to early January 2018.



The Health Plan brochure is available on the website.

Summer Giveaway

Did you know that police officers have a heightened risk of developing skin cancer?

It's because of the amount of time they can spend outside, and in New Zealand the risk is even greater because of high UV levels. With that in mind, we have put together a Summer Giveaway of Police Association-branded Cancer Society sunblock, a lip balm, a cap, water bottle and some mints (they won't protect you from the sun, but they taste good!).

To be in the draw to win one of 10 packs, email editor@policeassn.org.nz with **SUMMER** in the subject line and include your name and address in the body of the email. The draw closes on December 15 and the prize packs will be posted to the winners.



ASK YOUR
AUNTY...



She's firm
but fair



Before you turn the key

After a long stretch behind the wheel of a Police vehicle, sometimes in rather tense situations, some members are reporting back pain and other physical discomfort.

Field officer Brian Ballantyne, who has a background in health and safety, says that to reduce the risk of injury associated with an uncomfortable or incorrectly positioned car seat, you must take time to adjust the driver's seat at the start of your shift, before you start driving.

It might have been left in a position suited to a taller, shorter or heavier body than yours, so, as you would with your vehicle and equipment safety checks, take a few minutes to get everything set up the way you like it.

"This could prevent a sore back or shoulders later on and will also reduce the risk of fatigue throughout your shift," Brian says.

It might also be that if you have existing back problems or niggles, a wrongly positioned seat will exacerbate your condition.

It's important to be seated correctly to maintain good control while driving

Not surprisingly, it's often people whose physique doesn't quite fit into the norm who suffer the most from an incorrectly positioned car seat.

This five-step guide will help ensure your seat is correctly aligned for you.

1. The distance between your body and the steering wheel and the pedals is important. Your arms should not be fully extended or, at the other extreme, at less than a 60-degree angle.

They should be slightly bent and your arms should be in the 9 and 3 position on the wheel. Your feet should be able to fully depress the pedals without stretching. If your knee straightens, you are too far back. If it's bent close to 90 degrees, you're too close. Another useful guide is, if only your wrist or palm is touching the face of the wheel, you're too far back. If you can touch the top of the wheel with your forearm or with a bent wrist, you're too close. An arm angle of about 120 degrees is preferable.

- 2. The seat back should not be reclined too far back.** Start with it in the upright position and then slowly recline it until it feels comfortable while still providing good support to your back and shoulders.
- 3. Position the headrest so it is 2-3 centimetres behind your head and not too high.** The headrest is there to prevent whiplash in a rear-end collision. If it is too far away from your head or too high, it won't be able to do that effectively.
- 4. Adjust the height of the seat to take pressure off your thighs.** Make sure you can still see out the window clearly.
- 5. Lumbar support in the seat should be adjusted to provide equal pressure along the length of your back.** If you suffer from back issues, it is important that you have good lumbar support. If you are not able to adjust the lumbar support in the seat, use a rolled-up towel or bolster instead.

Dear Aunty

I recently became aware of an intimate relationship between a high-ranking member of staff and a female constable in the same station. I've heard that the constable is reasonably vulnerable due to numerous stresses and other factors in her personal life, and I'm worried she may be being taken advantage of. What is Police policy on this, and where does this sit within Police Values? Is there anything I should do?

One Raised Eyebrow

Dear One Raised Eyebrow

Of course Police has a policy... Police has a policy for everything! This situation is covered by the Professional Distance Policy and Guidelines, which state that internal relationships that may be unequal or potentially create a conflict of interest must be notified by the members involved to their supervisors. The parties may already have done this. However, as you are uneasy about the potentially unequal nature of the relationship, and the constable's vulnerability, you should speak with your supervisors, or another trusted supervisor or manager. If you have a friendship with the constable involved, it may be appropriate to have a quiet chat with her or direct her to the welfare officer or the Employee Assistance Programme for support.

Dear Aunty,

'Tis the season and all that, and our little station wants to have a Christmas barbecue. Opinion is divided on whether or not we should ask one of our sergeants to dress up as Father Christmas. He's a bit round, so would fill out the suit nicely, plus he has gone grey over the past 12 months and conveniently grown a beard over winter. He's not so jolly, but we can work on that one. Some think he may take offence at being asked; others are less PC. What's your advice?

Santa's Little Helper

Dear Santa's Little Helper

Be brave and ask. He may well have an inner Santa waiting to jump out and spread some Christmas cheer. Just remember, a little tact goes a long way. If you adopt a positive tone with him, he might even let you sit on his knee.

Email your questions for Aunty to editor@policeasn.org.nz.

The Late Show

By Michael Connelly

Reviewed by Angus McLean

Best-selling crime writer Michael Connelly has produced a double with *The Late Show*: another cracking read, and the introduction of a great new heroine.

LAPD Detective Renee Ballard works permanent night shift in Hollywood, a showbiz town with a sleazy, violent underbelly of vice and corruption.

The "late show" is home to the rejects of the department. In Ballard's case, it's penance for reporting her superior in the hotshot Robbery Homicide Division for sexual harassment.

She's stuck in a rut with a veteran partner who's already checked out. She's homeless and her best friend is a dog she can't care for.

But Ballard is a detective who cares, and with time on her hands and a point to prove, she takes to working two new cases "off the books": a transvestite hooker beaten and left for dead; and the murder of a young woman in a nightclub massacre.

Ballard won't back down and she won't give up. It has cost her dearly in the past, but sometimes the need



Hard to put down and totally engaging, *The Late Show* is my read of the year.

for redemption overrides common sense.

She is a believable character in the familiar background of Connelly's Los Angeles, home to his long-standing series about homicide detective Harry Bosch.

With Bosch hitting his twilight years, Connelly has seen the future, and the future is Renee Ballard.

Hard to put down and totally engaging, *The Late Show* is my read of the year.



A safer way

Women's Refuge has created a new tool to help victims of domestic violence seek help online without worrying that their partner may find out. As technology has evolved, controlling and abusive partners have used it to monitor people's every move online, using GPS trackers and accessing banking passwords, email accounts and browser histories. The Shielded Site Project, developed by Women's Refuge, is a simple icon that can sit on any website. It allows victims of abuse to ask for help without it showing up in their browser history, or an abusive partner ever seeing it. The icon has been added to many New Zealand websites, including Trade Me, and will work on desktops, tablets and mobiles. The icon provides a shielded portal to contact Women's Refuge and make a plan to safely get out of a dangerous situation and learn how to stay safe online. shielded.co.nz

Night School

By Lee Child

Reviewed by Angus McLean

Fans of Jack Reacher know him as a loner, wandering the highways of America, with just a toothbrush and a nose for trouble. This addition to the series takes Reacher back to his military police days – Hamburg, 1996, to be precise.

Reacher and a small team of MPs and feds are tasked with identifying an American who is offering something of value to Islamic terrorists. The price? US\$100 million. The consequences? Catastrophic.

This is a pre-9/11 world, and America has enemies

everywhere. The Gulf War is over, conflicts in the Balkans are winding down and a new threat is emerging.

A traitor within is their worst nightmare, and with religious extremists waiting for the chance to strike at America, the risk is only too real.

The Reacher in this "prequel" is much the same as his latter, semi-vagrant incarnation, albeit he has rules to follow and a uniform to honour. That said, he's still a street-smart, 1.95-metre behemoth with a penchant for violence, an eye



for detail and a strong sense of what is right and what is wrong (neither of which is necessarily identified by its relationship to the law).

In the low-tech world of 1996, Reacher follows his gut, drinks coffee, and dispenses justice like a Western lawman.

If you're looking for a summer blockbuster, forget the Tom Cruise *Reacher* movies; this is the real deal.

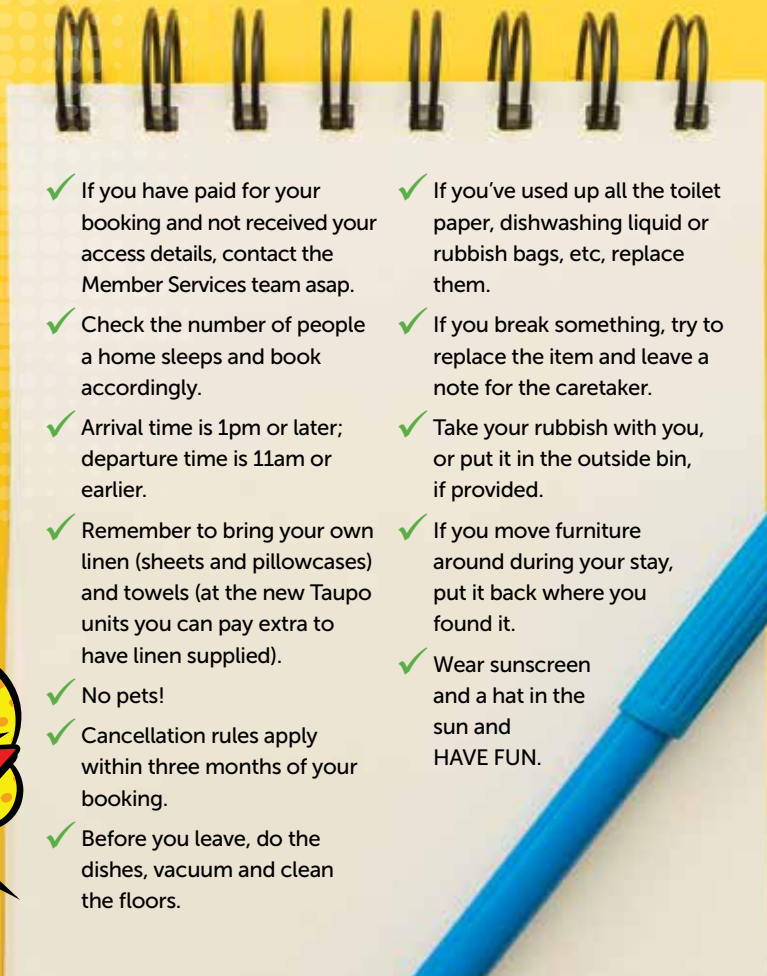
Angus McLean is the pen name of an Auckland police officer who also writes and publishes his own series of crime novels. His latest book, *The Shadow Dancers*, is available on Amazon, Kobo and iBooks. His website is writerangusmclean.com. Every second month, his book reviews run in *Police News*.

Holiday Homes checklist

With summer holidays on the horizon, members who have arranged to stay at Police Welfare Fund Holiday Homes will be looking forward to getting away and enjoying themselves at one of our many premium destinations through the country.

We have more than 70 homes and they are considered valued assets for our members – and good value, too, at just \$70 a night.

To help you and our caretakers have a great summer, our Member Services team has compiled a checklist of Holiday Home do's and don'ts.



- ✓ If you have paid for your booking and not received your access details, contact the Member Services team asap.
- ✓ Check the number of people a home sleeps and book accordingly.
- ✓ Arrival time is 1pm or later; departure time is 11am or earlier.
- ✓ Remember to bring your own linen (sheets and pillowcases) and towels (at the new Taupo units you can pay extra to have linen supplied).
- ✓ No pets!
- ✓ Cancellation rules apply within three months of your booking.
- ✓ Before you leave, do the dishes, vacuum and clean the floors.
- ✓ If you've used up all the toilet paper, dishwashing liquid or rubbish bags, etc, replace them.
- ✓ If you break something, try to replace the item and leave a note for the caretaker.
- ✓ Take your rubbish with you, or put it in the outside bin, if provided.
- ✓ If you move furniture around during your stay, put it back where you found it.
- ✓ Wear sunscreen and a hat in the sun and HAVE FUN.

Association subscription increases

Police Association membership subscription rates are fixed from time to time at our annual conference (Rule 92).

Subscriptions are the main source of funding for the Police Association, ensuring we can provide members with a range of important services, including legal assistance.

From 2013, subscriptions have been adjusted in line with general wage increases and this year's conference agreed to a 2 per cent increase in Association subscriptions, reflective of this year's 2 per cent pay increase. Most members will have also received CSI increases equivalent to 1.77 per cent of salary each year.

Our subscriptions remain very competitive with other unions and representative organisations.

Effective from police pay November 29, 2017, the new rates are outlined in the accompanying table.

Hours worked	Fortnightly deduction	
	Was	New Subscription
Constabulary		
32+ hours	\$19.80	\$20.20
25 hours to, but not including, 32 hours	\$15.84	\$16.16
Up to, but not including, 25 hours	\$11.87	\$12.11
Police employee / authorised officer		
32+ hours	\$12.10	\$12.34
25 hours to, but not including, 32 hours	\$9.68	\$9.87
Up to, but not including, 25 hours	\$7.27	\$7.42

These new subscriptions remain competitive with other unions and representative organisations. **Members do not need to do anything as the new subscriptions are automatically deducted through the Police payroll system.**



BRAIN TEASER

1. What is the term used for a person able to speak several languages?
2. Are watermelons a fruit or a vegetable?
3. "Divine wind" is the English translation of which Japanese word?
4. What is the universal donor blood type?
5. Which day of the week is named after a planet in our solar system?
6. Which American football player was nicknamed "The Juice"?
7. What year was the New Zealand 5c coin taken out of circulation?
8. Who was head coach of the All Blacks before Graham Henry took on the role in 2004?
9. Lake Geneva lies between which two European countries?

Answers: 1. Polyglot; 2. Vegetable; 3. Kamikaze; 4. Type O; 5. Saturday (Saturn); 6. Ol Simpson; 7. 2006; 8. John Mitchell; 9. France and Switzerland.

Tank-to-tap for all to see

Six years ago, a little brew bar in Wellington commissioned a custom-built brewery to be constructed in China and shipped back to New Zealand.

One year later, Fork Brewing (the brewing arm of the Fork and Brewer brewpub) was up and running and brewing 1000 litres of beer at a time.

The first brewer to get the grain going was Lester Duncan (ex-Mac's Brew Bar on the waterfront) and the current one is Kelly Ryan. With his product having won multiple awards, Kelly has earned the moniker of "brewing rock star". He has done stints at Tui/DB (not well known in the craft beer scene), two British breweries, Epic Brewing in Auckland and the Good George brewpub in Hamilton.

Well chuffed with having secured Kelly's services, Fork Brewing director Colin Mallon is justifiably proud of the food miles, or lack thereof, in relation to the beer. "An in-house brewery means our beers only travel metres from tank to tap."

As he points out, this is a key feature of the Fork and Brewery as a craft beer destination.

From almost every seat in the house you can view the brewery bubbling away. What more could a punter want?

WELTERWEIGHT, ENGLISH IPA – 5.5%

★★★★★

The pour is a nice copper colour and looks oh so enticing.

The aroma is, well, non-existent. Unfortunate. Very light body and mouthfeel, and not much else happening. After a few rounds in the ring, it would be refreshing, but for an IPA it's quite underwhelming.

Would I shout a mate one? No, not unless he'd just gone 10 rounds and needed his thirst quenched. I'm not so sure this is a welterweight. I think it might be fighting a class or two above its weight division.



MURDER OF CROWS, IMPERIAL STOUT – 9.8%

★★★★★

A dark black pour, with a brown creamy head. Very light hints of coffee and chocolate, as is expected, but unexpected were the cinnamon notes and fruit from the glass.



A smooth, malty body on the tongue, with the subtle coffee taste echoed throughout.

Would I shout a mate one? Yes. From the several dark beers on offer, this is the best one. It doesn't promise the world, but then, happily for us, it over-delivers.

RECOMMENDED

Burton Ernie, UK Burton Ale 6.3%: The aroma is sweet citrus hoppiness, which is not a surprise given it's brewed with New Zealand navel oranges. A toasty malt profile, with lots of creamy caramel and orange flavours. Very, very good.

The Flower Arranger, West Coast IPA

6.5%: Typical of a West Coast IPA, this is a very hop-forward beverage. For hop heads, it was brewed with American crystal, centennial, and mosaic hops, then dry-hopped with the same again, as well as simcoe and citra. It's a veritable cornucopia, resulting in a strong floral aroma and resinous mouthfeel. This brew received a well-deserved third place in the 2015 West Coast IPA challenge. Get it while it's still around.

#YOBRO Barrel-aged Yoghurt and Bruseli Sour Ale 9.3%: Think breakfast. Combine crunchy grains and yoghurt (at least the bacteria that makes yoghurt), ferment that with a couple of strains of a fruity Belgian yeast and then age it for 2½ years in oak barrels. The result is #YOBRO (You Only BReW Once). Rightly so, some may suggest, but this complex and aromatic ale definitely grows on you. By the end of the first mouthful, you'll be puckered up at its tartness. By the end of the glass, you'll want another.



AVAILABILITY:

Onsite at the Fork and Brewer, 20A Bond St, Wellington. Widely available at liquor outlets and selected bars. Online: some specialty online retailers.

Web: www.forkandbrewer.co.nz.

Facebook: @forkandbrewer

Twitter: @forkandbrewer

Stu Hunter is a detective sergeant based in Auckland who enjoys brewing and sampling craft beers.

Aperitif time

After wading our way through the winter from hell, and a spring that promised much but delivered little, summer's here. It's time to invite friends over, sit outside in the sun, sip an aperitif and enjoy a meal together.

The role of an aperitif is to stimulate our appetite by refreshing rather than dominating the palate before eating. Something that's relatively light, crisp and dry suits best.

So, here are three options: a bubbly, a dry rose and a gin.

LEVERET IQ PREMIUM BRUT NV METHODE TRADITIONELLE

\$17 | 76 points

★★★★★ Excellent

Attractive notes of yeast and toast on the nose here. There's a lovely pairing of flavour and finesse here with notes of citrus and stonefruits leading the way, along with some nuttiness that adds interest. The mouthfeel is fresh, the balance is good, and there's appealing dryness on the finish. This shows just how good New Zealand methode-style bubbly can be.



2017 TWO RIVERS ISLE OF BEAUTY ROSE

\$20 | 78 points

★★★★★ Excellent

David Clouston, founder and winemaker of Two Rivers in Marlborough, learnt the art of making quality rose from the French, where paleness in colour and liveliness in flavour are the key. He's consistently achieved that, with the Isle of Beauty winning best rose at the Cuisine awards three times. The 2017 release is pale salmon in colour with fresh strawberries, orange and a subtle herbal undertone on the nose. On the palate, rose petal, apple and watermelon notes shine through. There's reasonable flavour intensity, the mouthfeel is zesty, and the finish is dry; just what you want in an aperitif.



where possible. Grated ginger pressed through a sieve works best. And, of course, make sure you use good-quality gin and tonic. This variation to traditional London dry gin is a wee beauty.

BULLDOG LONDON DRY GIN (700 ML)

\$64 | 87 points

★★★★★ Outstanding

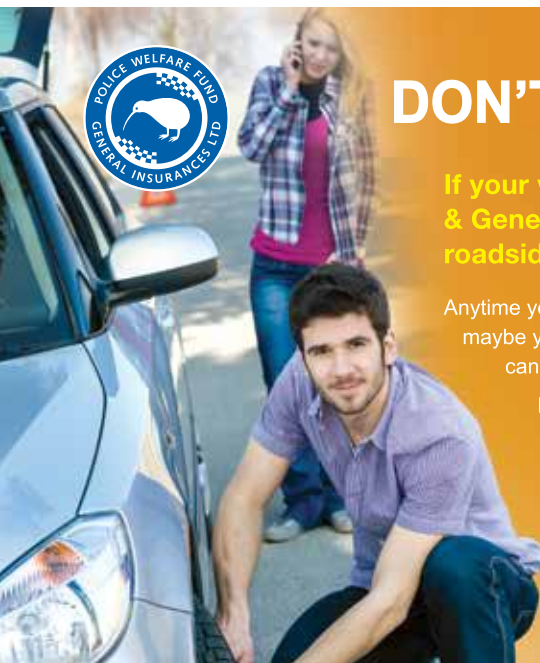
While gin is only gin if juniper is its dominant flavour, the Bulldog has no fewer than 12 botanicals that add real complexity to the flavour. When tried straight, I pick up subtle hints of lemon, coriander, lychee and poppy seed. At 40 per cent ABV (alcohol by volume), the taste is smooth, dry and lingering. It earned the highest ever rating given to a gin by Wine Enthusiast and is included in its top 50 spirits in the world.



GIN AND TONIC

If it's hot, and a wine is not what you feel like, a crisp and cleansing gin and tonic is hard to beat. Like many, I like to spice up my G&T with either a slice and squeeze or two of fresh lemon or lime. Just recently, I tried another option – ginger. The trick with ginger is to stick to using fresh ingredients

Ricky Collins remembers fondly his 26 years of non-sworn service with New Zealand Police, the last 13-plus years as Southern District business services manager. He is still a member of the Police Welfare Fund and works as a self-employed business management consultant.



DON'T BE STRANDED BY THE ROADSIDE

If your vehicle has 'Full Cover' with Police Fire & General Insurance, we provide a professional roadside assistance service – free of charge.

Anytime your car has a breakdown, a flat battery, a flat tyre, or maybe you run out of petrol, or lock the keys in the car, you can call Police Welfare Fund Roadside Assist for help.

It doesn't matter who is driving your car, if they have a problem, the driver can contact the service.

This premium service can include a rental car and accommodation – benefits not generally provided by standard roadside services.

Trailers, caravans and vehicles with third party insurance are excluded from cover.

For full information about our AA supplied roadside service see: www.policeassn.org.nz.

Getting cover is easy

Insure your vehicle with 'Full Cover' Police Fire & General Insurance and you're automatically covered.

For a quote, call our friendly team on 0800 500 122.

Sports Diary

To contact Police Sport, email
Dave Gallagher at info@policesport.co.nz

2018 NZPA Hockey Tournament

When: March 1-2, 2018
Where: Waimakariri Turf, Rangiora
Contact: Joshua Clauson,
joshua.clauson@police.govt.nz

2018 NZPA Raft Race

When: March 9, 2018
Where: Kaituna River, Rotorua
Contact: Aaron Holloway,
aaron.holloway@police.govt.nz
Note: Registrations are open.
Email Aaron Holloway with your team name, district/service centre, team manager, team members, and whether you will be rafting or river surfing, or both. Entry fees: rafting – Police Sport members \$25pp, non-members \$60pp; river surfing – Police Sport members \$20pp, non-members \$50pp. The first South Island team to enter will receive sponsored entry and accommodation for the event.

2018 NZPA Darts Tournament

When: March 9-11, 2018
Where: Awanui Hotel, Awanui
Contact: Shane Godinet,
shane.godinet@justice.govt.nz or
021 269 9771

2018 NZPA Waka Ama Nationals

When: March 11-13, 2018
Where: Northland
Contact: Michelle Chapman,
michelle.chapman@police.govt.nz

2018 NZDF Inter-services Softball Tournament

When: March 13-15, 2018
Where: Linton Army Camp,
Palmerston North
Contact: Joshua Clauson,
joshua.clauson@police.govt.nz

Our next top sports model

Constable Bonnie Ridley, from Hamilton, has taken a year's leave from Police to focus on achieving her goal of representing New Zealand internationally in body building after a string of successes in the past three years.

The 27 year old, who has been working in the family harm area, took up the discipline after joining Police in 2012. Previously a team sport player, she found it difficult to maintain because of shift work and overtime, but she still wanted to keep fit, so she took up weightlifting, then body building.

"Not only did body building enable me to work around fulltime shift work and keep me fit and ready for all those PCTs and the physical requirements of the job," she says, "but I found that because it was up to me when I trained, it has taught me dedication, commitment, discipline and tenacity."

Her first show was the New Zealand

International Federation of Body Building champs in Auckland in 2015, were she came second in her class. She went on to compete in the Manukau show in 2016 and came first.

This year, Bonnie was second in a National Amateur Body Building Association (NABBA) and World Fitness Federation (WFF) competition in Auckland.

That spurred her on to work even harder for the September WFF national show in Christchurch. There, she was placed first in her class, going on to compete against top sports models in New Zealand in each category and winning Overall Sports Model National New Zealand Champion and taking the title of Miss New Zealand Sports Model.

Now, Bonnie is taking it to the international stage and next year she will compete in the WFF

Universe show in Singapore, the Australian WFF Kahma Classic Champs and is also hoping to compete in California.

Bonnie Ridley with the Miss New Zealand Sports Model trophy she won earlier this year.





The Flying Kiwis (boat 22) and Team Dorset from Britain (boat 43).

Sailing away

This year, for the first time, New Zealand Police staff took part in the International Coppers Cup Adria sailing competition in Croatia.

In September, 25 police teams from around the world gathered for the event that has been held since 1989. Two teams travelled from New Zealand – the Flying Kiwis, from Auckland (seven members), and Team Weeks, from the lower North Island (five members).

Despite a hold-up at Auckland Airport due to the aviation fuel pipeline debacle, the teams and a few supporters eventually got to Biograd na Moru, on the

Adriatic coast of Croatia, in time for the six-day regatta.

Each team was sailing on Bavaria 45 yachts and, apart from one day of squally rain, conditions were perfect.

The Swiss took out first place, with Australia and Slovenia coming second and third. Team Weeks came a respectable seventh, even after having suffered some damage when one of the German teams got a bit too close, and the Flying Kiwis came 15th.

Co-ordinator Nick Davenport said it was an “absolutely fantastic event”, and he urged anyone who wanted to take part in 2019 to contact him.



Team Weeks.



The Flying Kiwis.

Team Weeks (Lower North Island)

Skipper: Marty Weeks
Helmsman: Jake Weeks
Crew: Phill Weeks, Susie Weeks, Kelsey Weeks.

Flying Kiwis (Auckland)

Skipper: Nick Davenport
Helmsman: Brett Henshaw
Crew: Kas Silk, Spencer Matthews, Nick Kinsey, Lara Simschitz-Costello, Jeff Gerbich.



HOLIDAY
HOME
HOT SPOTS

Dunedin

Small, but perfectly formed

The Police Association's Holiday Homes in Dunedin give you access to the best of both worlds. They are two minutes' walk from the delightful St Kilda Beach, six minutes' drive from Carisbrook Rugby Stadium and a 10-minute drive to the Octagon and the heart of this small, but perfectly formed city. With its proud Scottish heritage and prestigious university campus, Dunedin is full of vibrancy and creativity. There's so much on offer in the city and its environs, from wonderful outdoors experiences to great culture (and a casino, and it's the home of the Speight's Brewery),

it's impossible to itemise it all here. The Trip Advisor website has a comprehensive list of activities, rated by people who have visited the city, as does the dunedinnz.com site.

The Police Association has two homes in Dunedin (\$70 a night), next to each other; one that sleeps up to 10 people and the other that sleeps up to eight. They are close to a dairy, pub and gas station. They have two bathrooms, a TV, DVD player, washing machine, dryer, spare blankets, pillow, port-a-cot, high chair, radio and a secure garage.

Stanmore Bay

The beach at your doorstep

Stanmore Bay, on the Whangaparaoa Peninsula just north of Auckland, enjoys a wonderful climate year round. Whether you are after relaxation, leisure activities or want to get out and see the sights (Auckland is a half-hour drive away), Stanmore Bay is a great destination with the beach on your doorstep.

The Police Association has nine units of various sizes (\$70 per night) and campsites (\$30 per night) right by the beach. Units include TV, DVD player, washing machine and dryer (in communal laundry), shower/bath, spare blankets, duvets, pillows, port-a-cot, high chair (at office), radio, car port and barbecue (three available on site).

There are dates available at this holiday destination and others around the country.

Visit www.policeassn.org.nz/products-services/holiday-accommodation, or call us on **0800 500 122**.

Letters

Letters to the editor must include the writer's full name, address and telephone number, and may be edited for purposes of clarity and space.

Email: editor@policeassn.org.nz or write to Editor, PO Box 12344, Wellington 6144.

Standby allowances

I want to shed some light on the recent discovery that some Police staff may be entitled to claim for standby allowances.

If you are or were ever on specialist squads such as PNT, SAR, CIB, photography, SCU and probably other squads, and were eligible to claim for night or day standby allowances, this may affect you.

To clarify these periods, the day shift standby period is 0800-1700 and the night period is from 1700-0800.

We were always told that if we worked a day shift (eg, 0800-1600) we were not entitled to claim a day standby allowance. The same if working a late shift (eg, 1300-2100) – we were told you can't claim a day allowances.

From what we know now, depending on your shift, you may find you were entitled to claim both day and night standby allowance.

This issue was discovered around January/February this year and it has become apparent that Police is not front-footing this, as it did with the holidays wash-up last year.

I know several members in Waikato who have applied for these retrospective standby allowances and some have already been paid out, in some cases in the thousands of dollars.

As a result, more members have applied for these expenses and it appears they are being processed. These allowances can be claimed back a maximum of six years.

I would like the Police Association to inform members on what they are entitled to, and how to go about sorting this issue.

ALI METHVEN

Hamilton

Industrial Advocate Greg Fleming

responds: You have presented a good overview of the issue. Police had a rethink about how to assess and process claims as the potential numbers (members affected and cost) became apparent. The Association has been in discussions with Police on how best to calculate the payments. The delay is frustrating for those who have already logged claims, but the discussions should result in a faster resolution for all members. Having said that, don't expect payments until the first quarter

of 2018. Watch out for communications from Police (Bully Board) and the Association over the coming months.

PHPF in action or not?

Was the Mobility project a good example of the Police High Performance Framework (PHPF) in action?

It was a national technology project rolled out on time and on budget. It continues to develop to suit the needs of frontline staff using the "Smart, Fast, Easy" ethos – working as efficiently as possible; cutting edge, dynamic, saving time and enhancing police work; interactions are intuitive with the aim of enhancing, not complicating, the work of frontline staff. Plus, Mobility has an action plan taking it through to 2021.

"A high-performing team must accept that, from time to time, failures will occur. When failure does happen, a leader must acknowledge the failure, then deliver a plan to fix it."

This project delivered what it said it would. It works as promised and has a plan going forward. So, yes, this is a good example of PHPF in action.

Let's look at how My Police fits into PHPF. Was it rolled out on time and on budget? No. Is it smart, fast or easy? No. Has it complicated any aspects of policing? Yes. Does it work as promised? No. Does it have an action plan going forward? Doesn't appear so.

A high-performing team must accept that, from time to time, failures will occur. When failure does happen, a leader must acknowledge the failure, then deliver a plan to fix it.

The PHPF culture change has to come from the top down. It is not too late to acknowledge that My Police is a failure and give us some leadership and direction as to how we plan to fix it.

NAME WITHHELD

After the crash

Recently, my girlfriend, Helen, and I were driving to a wedding in the Far North. As we rounded a bend, we were struck by an oncoming vehicle. Both our vehicles would have been travelling at about 100kmh.

The airbags immediately deployed and the next thing we knew we were speeding backwards down a ditch into a farmer's fence. We were shocked, disoriented and in a lot of pain.

Thankfully, the crash happened near a tavern and several locals immediately came to our assistance, staying with us as we waited for the volunteer fire brigade and medics to arrive.

When I spoke to attending police, I mentioned I was a police officer. That's when we began to fully appreciate just what a family the police are.

Soon after arriving at Kawakawa Hospital, we received a phone call from Northland District Commander Russell Le Prou and, soon after that, Inspector Marty Ruth arrived and stayed by our side the entire time we were in hospital.

Senior Constable Richard Heslop arrived to take my statement. Richard and Marty arranged for our belongings to be collected from my vehicle at the tow yard, including my girlfriend's dress and shoes for the wedding.

Talking through our options with Marty, we decided it would be better to carry on to Russell and go to the wedding, rather than attempt to drive back to Auckland.

Marty found out ferry times and contacted Russell police officer Michael Gorrie and our accommodation in Russell. When we were discharged from the hospital, he loaded our possessions into his car and drove us to the front door of the hotel where we were met by Michael and his wife, Kaye, who helped us into our accommodation.

Kaye even arranged for my girlfriend to get her hair done for the wedding at a local salon, by a lady called "Chook" who doesn't even work on Saturdays and refused to accept payment for her help.

Throughout the weekend and since, I have received phone calls from concerned colleagues, supervisors, former bosses, district commanders and PNHQ offering support and assistance.

At Police College, I remember being told that police are one big family. It's at times like these that I see how true that is. My girlfriend and I are eternally grateful for all the help and support we have received. We will never forget it.

ROB STANTON

Auckland

Reasons for wall tap

I read with interest the comments of a member (I'm assuming?) as to the PCT wall tap for members over 50 (*Police News*, October 2017). I'm over 50, still frontline after 28 years in the job and proud to tap due to injury and aches and pains.

Where is the letter writer's integrity in having his or her name withheld? Integrity, as you put it, is one of our core values.

Some of us who have 20 or more years of service have sustained some sort of injury or whatever and deserve some slack. I have

never heard of anyone being put at risk on the frontline or in any other place because a member had the right to tap the wall.

STEVEN LAMB

Auckland

PCT exemptions

Regarding the letter writer (*Police News*, October 2017) who was complaining about the senior sergeant who tapped the wall, I think he is forgetting one vital thing. At least the senior sergeant did the PCT.

The real injustice is that our "leaders", the commissioned officers, went to the High Court many years ago and got themselves exempted from the PCT.

If a non-commissioned officer is injured and can't pass the PCT, eventually he or she will be forced to leave Police. Not so, commissioned officers, as they don't have to do it.

The Police Association needs to return to the High Court and demand that there is

one rule for everyone. Believe me, there is more to being a good police officer than passing the PCT.

NAME WITHHELD

Industrial Advocate Greg Fleming

responds: The court case referred to was taken by the Police Association and the Guild in 1992 on behalf of six members ranging in rank from senior constable to superintendent. The Association welcomed the judgment because it determined that the Commissioner had to set standards related to the responsibilities of the rank, hence the exemption for commissioned officers. Having said that, commissioned officers are still required to maintain a level of health sufficient for them to discharge their duties, and they are encouraged to pass the PCT. As an incentive, they get the biennial payment if they pass it, but they do not get any PCT leave.

Who's who: Conference delegates 2017

Back, from left: Phil Vink (Otago Lakes Central), Richard Parker (Canterbury Rural), Peter Buzzard (Nelson), Mark Graham (Tauranga/Western Bay), Chris Moore (Wellington), Sarah Stirling (RNZPC), Paul Hampton (South Canterbury), Campbell Taylor (Kapiti Mana), Barrie Greenall (Blenheim), Mark Brown (Wairarapa), Paul Gurney (West Coast).

Middle, from left: Kevin Stewart (Hastings), David Reid (Waikato), Derek Lamont (Waikato), Phillip Robinson (Palmerston North), Bruce Dow (Otago Coastal), Kelly Larsen (Christchurch City), Helen Hay (Eastern Bay of Plenty), Lorraine McMurtrie (Waitemata-North Shore), Theresa McCabe (Waitakere), Billy-Ray Slight (Hutt), Stephen Chamberlain (Northland), Stephen Canning (Rotorua), Allan Humphries (Tokoroa-Taupo), Brent Griffiths (Gisborne).



MEMORIAL WALL

Our sympathies to all our members' families for those who have passed away in recent months. We remember...

HART, Rolf	1 Oct 17	Retired	New Plymouth
DRUMMOND, Robyn	11 Oct 17	Partner	Auckland
GUTHRIE, Sandra Jean	15 Oct 17	Partner	Dunedin
DONNELLY, Brian Patrick	16 Oct 17	Retired	Auckland
MOYSE, Patricia Anne	20 Oct 17	Partner	Christchurch
McKAY, Gregor Charles	25 Oct 17	Resigned	Porirua
JOHNSON, Karyn Tessa	29 Oct 17	Partner	Napier
WINWOOD, Peter William	31 Oct 17	Retired	Napier
YEOMAN, Brian Barton	4 Nov 17	Retired	Taupo
GREGORY, Ronald Stuart	13 Nov 17	Retired	Mosgiel
GOTT, John Morris Atkinson	20 Nov 17	Retired	Auckland

Front, from left: Jonathan Redley (Whanganui), Teuruti Tupaea (Counties Manukau), Tina Dower (Auckland City), Martin Carroll (Counties Manukau), Grant Gerken (Southern), Craig Tickelpenny (vice-president), Chris Cahill (President), Greg Fleming (National Secretary), Marcia Murray (vice-president), Paul Tricklebank (PNHQ), Malcolm Lochrie (Napier), Vaughan Watson (Taranaki).

Photo: JAMES GILBERD/PHOTOSPACE



Contacts

New Zealand Police Association

Phone 04 496 6800
 Freephone 0800 500 122
 Email enquiries@policeassn.org.nz

Police Health Plan 0800 500 122

For benefit information and claim forms, visit our website, www.policeassn.org.nz

Police Fire & General Insurance

Online quotes and information see "Insurances" at www.policeassn.org.nz or call 0800 500 122 or 04 496 6800
 Claims 0800 110 088

Police Home Loans 0800 269 4663

Police and Families Credit Union

Freephone 0800 429 000
www.policecu.org.nz

PSS information 0800 777 243

Field Officers

Waitemata and Northland Districts
 Steve Hawkins 027 268 9406

Auckland City District
 Natalie Fraser 027 268 9423

Counties Manukau District
 Stewart Mills 027 268 9407

Waikato and BOP Districts
 Graeme McKay 027 268 9408

Eastern and Central Districts
 Kerry Ansell 027 268 9422

PNHQ, RNZPC and Wellington District
 Ron Lek 027 268 9409

Tasman and Canterbury Districts
 Catherine McEvedy 027 268 9410

Southern District
 Brian Ballantyne 027 268 9427

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Region Five
 PNHQ, RNZPC and Wellington District
 Pat Thomas 027 268 9416

Region Six
 Tasman and Canterbury Districts
 Mike McRandle 027 268 9417

Region Seven
 Southern District
 Mike Thomas 027 268 9418

Assaults on police

The Police Association keeps track of assaults on police, injuries to members and firearms incidents. This helps us provide assistance and keep a record of these events. If you have been assaulted or injured while on duty, or involved in a firearms incident, notify your committee rep, who will email the details to assaults@policeassn.org.nz.

For urgent industrial and legal advice ring **0800 TEN NINE (0800 836 6463)** – 24 hour/ seven days service



How much Police Life cover do you and your partner have?

Use our handy online tool to work it out – see 'Insurances' at www.policeassn.org.nz

You can easily top up your life cover with Police Life Extra – quality affordable life cover.

This cover can also be extended to provide financial protection for your family if a critical illness or condition is diagnosed.

See 'Insurances' at www.policeassn.org.nz or email: insurances@policeassn.org.nz

