



POLICE NEWS
The Voice of Police
June 2021

“A kick in the guts!”

Members react to wage freeze

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THE BUZZ

"She'll look after you fellas, if you look after her."

Police kaumatua Herewini Noho's advice to colleagues on the appointment of Inspector Paula Enoka as Otago Lakes Central Area's first female and Māori commander.



Isopropylbenzylamine

A rarely seen substance involved in meth production that was posted to a residential Wellington address last month. Police have warned that drugs are increasingly being trafficked into New Zealand through the letterboxes of unsuspecting households.



Two hours and 20 minutes

The longest wait time recorded on the 105 police non-emergency phone line in the past month. Perhaps not surprisingly, Police reports that about a third of calls are abandoned before they are answered.



"The IT is not up to standard."

WikiLeaks founder Julian Assange has complained through his lawyer that the computer equipment he has been supplied with at London's Belmarsh prison is not good enough.

"It was definitely a 'proud to be a cop' moment."

Constable Jordan Baty on the good police work that led to the recovery of 11 stolen bicycles returned to grateful polytechnic students hit by a spate of thefts from their accommodation in Greymouth.



\$2.46 MILLION

The amount of cash seized since February under the banner of Operation Tauwhiro, along with 350 firearms and the arrest of 378 people.

"If you can take those motorbikes and say, 'You explain to us how you paid for that legally? If you can, you can have it back. If you can't, it's getting forfeited'. That can have a real impact."

NZPA president Chris Cahill on how effective the Criminal Proceeds (Recovery) Act can be when dealing with organised crime groups.



Response up, recognition down

As I write this column, I am sitting in the High Court in New Plymouth, alongside our welfare manager Craig Tickelpenny and senior employment advisor Kerry Ansell, in support of the three officers on trial for manslaughter of a person in custody in May 2019.

As police officers, we commit daily to do the best job we can in all circumstances, so the impact of the allegations is devastating for the officers, their colleagues and the families of all involved.

We are in uncharted waters, and the severity of the situation has led me to take a breath and reflect on the nature of contemporary policing with its relentless everyday pressures, which were supposed to be eased by the much-welcomed, largest single increase in police numbers. The reality is that the promised 1800 (still to be delivered in full) was a catch-up for overworked and under-resourced workgroups and districts that were already barely keeping their heads above water.

The association has long held that governments should consider the police-to-population metric as the most reliable guide for making sure the country has sufficient police numbers.

The latest police-to-population statistics show New Zealand is stagnating or slipping backwards in this measurement.

In March 2020, our population was 5,086,000 with 499 police officers per head of population. By the beginning of this year, the population had grown to 5,112,300, but the officers per head of population had slipped to 495. That might not be a big dip, but it's in the wrong direction and does not bode well for the non-stop pressures in calls for service, risks and scrutiny.

These pressures include family violence incidents, up 11 per cent year on year for the past four years, 68,000 mental health incidents to attend in 2020 alone, and serious assaults, up by 25 per cent.

No matter how much politicians vent over gang numbers, there is no denying membership is on the increase, gangs are more violent, they consider cops to be fair game and the public feels increasingly threatened by them.

Last year, officers were assaulted 1500 times, they had firearms presented at them every couple of weeks, and firearms incidents in the community are now occurring every day. You would have to live under a rock to believe this does not take a toll on police.

Out of this pending crisis, which culminated in the death of Constable Matt Hunt one year ago this month, the Frontline Safety Improvement Plan (FSIP) was widely welcomed. However, it cannot ever hope to

mitigate all the risks or the often-hidden toll of police work that officers take home and is shared by their families.

Added to this is the increasing public scrutiny of officers. I am not saying police should not be held accountable – the IPCA and Police investigations see that they are. However, it seems police now face a relentless barrage of social media outrage, ill-informed commentary and blatantly biased attacks in which the keyboard, talkback or lobby group warriors bay for retribution without letting the facts get in the way.

As we prepare this June issue of *Police News*, my commentary on the pressures collides with what is happening – or not – in the pay negotiation space. We have much to sort out with Police, and from where we sit at the table, it's obvious that as the workload and associated risks for members increase, so too does the case for fair and tangible acknowledgment.

Chris Cahill



Think pink: The Police Association supported this year's Pink Shirt Day with a morning tea and a presentation to staff on strategies to prevent and deal with workplace harassment. Celebrated annually around the globe, Pink Shirt Day began in Canada in 2007 when two students took a stand against homophobic bullying after a peer was bullied for wearing a pink shirt. In New Zealand, Pink Shirt Day works to create schools, workplaces, communities and whānau where everyone feels safe, valued and respected.

Reassurance on the back of a truck

The Police National Dive Squad welcomes a life-saving device it hopes to never use.

Dive Squad OC Senior Sergeant Bruce Adams inside the new decompression chamber. Below left, the chamber sits in a container on the back of a truck, below right, ready to travel as required. Photos: MATT CHATTERTON

For the first time in its history, the Police National Dive Squad has its own portable decompression chamber, which has been described as a “game-changer” for the safety of the unit.

The state-of-the-art chamber, built in Tauranga, fits inside a six-metre shipping container on the back of a 10-wheeler truck, currently parked at the squad’s headquarters in Seaview, Lower Hutt, primed to travel at a moment’s notice to isolated dive spots.

“It’s a game-changer,” says squad OC Senior Sergeant Bruce Adams, who compares the chamber to an ambulance at an AOS cordon – there in case something goes wrong.

The risks are always there, he says, particularly when about 30 per cent of the jobs divers attend can be close to the safety limit of 40 metres below the surface.

Decompression sickness, or the bends, is a disorder that can affect divers when returning to the surface. It is caused by nitrogen bubbles that form in the blood

and muscle tissue as pressure decreases. It can cause fatigue, muscle and joint pain, dizziness and vertigo and, more seriously, a stroke or death.

Before the chamber’s arrival this year, divers who required surface decompression had to travel to Auckland or Christchurch, which was difficult. Either a special plane capable of manipulating its cabin pressure, or a long journey through Taranaki to avoid the high altitudes of the Central Plateau, was required. Divers suffering from decompression sickness need to stay below 600m above sea level to avoid serious injury.

“Getting a diver to medical aid and then to one of those treatment facilities can take quite a bit of time. And, obviously, the risk to the diver, and the organisation, is that we seriously hurt the diver – anything from paralysis to death.”

To ensure each member of the dive squad can operate the chamber safely, they recently completed a week-long training course with the Navy in Auckland.

“It’s a bit like the diving,” says Bruce. “It’s not just a case of knowing how to operate that piece of equipment, it’s everything else that goes with it. Because we’re carrying 1000 litres of compressed air, plus oxygen, it comes into the category of dangerous goods, so we’ve got to comply with those regulations as well.”

All squad members will need to get a Class 4 driver’s licence to drive the 20-tonne truck.

Bruce says that having the chamber won’t mean the squad will be doing any longer or deeper dives, but it will give them greater peace of mind.

“Knowing it’s there is a great reassurance for the team and our families.

“Diving has significant risk, so it’s about making sure we get our staff home safe at the end of the day.

“We hope that in 50 years’ time, the equipment looks as good as it does now and that it’s only used in training.”

Close call for injured officer

A life-threatening event on duty illustrates the value of officers being two-up.

If Waikato police officer Simon Sia hadn't had his partner with him during a callout in February, the 35-year-old PST constable might not be here today to tell his dramatic story.

Simon and his partner, Constable Mikkah Drake, were on night shift when they were called to a Morrinsville address to deal with a troubled man who they found out was in breach of his bail conditions.

When the man realised he was going to be arrested, even though the officers' intention was to take him for a mental health assessment, he fled, with Simon in close pursuit.

As the man ran through the open front door of the house, he pushed the wooden door, which had three glass panels, to shut it behind him. Simon was already in the doorway when the door was slammed.

In a reflexive action, he raised his left arm. A glass panel shattered into his arm, slicing it all the way up to his wrist and through his forearm.

Not immediately realising the extent of the injury, Simon carried on chasing the man. "I thought I might have a little cut..." Then he looked down and saw "blood pouring out like a waterfall and squirting like a sprinkler from my wrist".

His ulnar artery had been punctured and glass had sliced through the tendons, ligaments and nerves in his wrist.

"I just saw heaps of blood and I thought, I'm in big trouble."

He tried to brace his arm against his body and to cover his forearm with his right hand.

Mikkah, close behind, had caught and cuffed the fleeing man. "He didn't realise I was bleeding as badly as I was," says Simon. "He turned around and said, 'Oh my God... can you get to the car?'"

"Mikkah put the guy in the back seat, grabbed the first-aid kit and the tourniquet and then called comms. Mikkah is ex-army and knew what he was doing.



A relieved Simon Sia has his injuries attended to at Waikato Hospital's emergency department.

"I just saw heaps of blood and I thought, I'm in big trouble."

"Then Delta turned up and someone had an Israeli bandage and put it on top of the other bandages. They used all the bandages, but blood was still seeping through.

"I had never seen so much blood in my life. It was everywhere. It looked like I had jumped into a knee-high swimming pool of blood."

The ambulance was at least 20 minutes away, so the officers took Simon to meet it halfway. Simon was starting to feel dizzy and continued to be amazed at the amount of blood he was losing.

As it turned out, he had lost nearly three litres of the stuff. He needed a blood transfusion and then, the following day, a five-hour micro-surgery operation to reconnect his arteries, nerves and ligaments.

The incident has long-term ramifications for Simon, who joined Police in 2018, after 10 years in the hospitality industry where he worked as the duty manager at SkyCity in Hamilton.

He's back at work on light duties now, but he's been told it could be six months to two years, depending on how his therapy goes, before proper function of his hand and arm is restored. He can't do any heavy lifting and must avoid vibration or repetitive movements. He can drive and do computer work.

It certainly hasn't put him off police work and he's trying to apprehend. "I have encountered a lot more dangerous people. He wasn't trying to hurt me, even though his actions did cause me to be seriously injured."

He acknowledges his "luck" – being right-handed, having access to a tourniquet (introduced in Waikato District before the national rollout started in April), but, most of all, having his partner there. "If I hadn't had someone with me, I would have been in big trouble. I would probably have died."



Cold comfort

Police Association members react to the Government's proposed three-year wage freeze.

“During the darkest times of this pandemic, police and other essential services stood tall and held everyone else up to allow them to breathe.”

That sentiment from a Police Association member was one of dozens of messages sent by Police staff – constabulary and Police employees – reacting in shock and concern after the Government announcement on May 5 that there would be a three-year wage freeze for public sector workers.

The news was nothing less than a “bombshell” to the association, landing at the very moment its negotiators met Police to begin the 2021 pay round, with the fallout seriously testing the principle of good faith bargaining.

A backlash from the association, unions, Council of Trade Unions (CTU) and the wider public forced the Government and ministers to reshape the narrative around

the announcement, but there is lingering confusion.

The negotiations have continued, but with an interim focus on matters other than pay until Police receives its amended bargaining parameters from the Public Service Commission (PSC).

Association president Chris Cahill said the unilateral move by the Government blatantly ignored the fact that many association members and other essential services staff had been at the root of the country’s success in the management of the Covid-19 outbreak and, earlier, the response to the Whakaari/White Island eruption and the Christchurch terror attacks.

“We have made it clear that our members need something tangible from this pay round, otherwise parties will inevitably end up in arbitration,” he said.

The initial situation as proposed by the Government, which it describes as “pay restraint”, was that there would be:



“We all know we have to pay for Covid somehow, but to attack those who have been on the frontline of the response...”

– Sergeant Luke Marygold

Chris Cahill has said the Government has entirely missed the mark when it comes to acknowledging the work and dedication of police.

- no universal across-the-board pay increases
- no pay increases for those who earn more than \$100,000
- no pay increases for those who earn between \$60,000 and \$100,000, except “modest progression” within a band, or to address recruitment pressures, or if an increase is comparatively less than those for low-paid (less than \$60,000) staff

There will be:

- negotiated pay increases for people in roles earning less than \$60,000.

All constables fall into the \$60,000 to \$100,000 wage bracket. About 800 Police employees earn below \$60,000.

Stunned association members have shared their views through a variety of channels, many expressing astonishment, hurt and anger.

Association committee member Sergeant Luke Marygold raised several points reflecting the views of colleagues, adding that some members were obviously confused about what the announcement would mean for them.

“We all know we have to pay for Covid somehow,” he says, “but to attack those who have been on the frontline of the response... It’s pretty hard to have to now say, you guys are the ones who are going to be doing it tough for the country.

“Those who have families and are renting or heavily mortgaged are very

A police officer who has been in Police for three years and lives in Auckland with his partner and two young children says the pay freeze is a “kick in the teeth”.

“We’ve put in so much overtime and hard work making sure this country is safe throughout the Covid lockdown as well as general BAU. As it is, we get paid what would be considered a low income after taxes and our super are taken out. I’m clearing about \$750 in the hand a week, which is barely enough for me to survive on, even with allowances.

“It’s almost impossible to survive. At the end of the week there are zero dollars after rent and food. We’ve been to see a financial advisor and they say there are no other areas where we can save. Everything is going towards the basics of life.

“I’d love to be able to buy a house in the future... I’d love to buy a coffee regularly.

“I’d consider moving from Auckland to buy a house, but I like where I work and it’s difficult to transfer out.

“If police don’t get a pay increase,

I will end up earning less than what I started on, when you take inflation into account. I could take a second job.

“I’m still in favour of the Police super scheme, even though the amount I’m paying each fortnight is tough – about \$230. But I wouldn’t be able to save that without it being mandatory. It’s going to my super, which is great, and I can’t touch it. But there is no money left for unforeseen circumstances – like needing new tyres for the car. And we are constantly having to rely on parents and borrow money.

“I want the association to get this pay freeze overturned. Why should we be penalised as the lower-middle class for something that we’ve already fought to prevent or assist with?

“I know that, contractually, we are not allowed to strike, but sometimes I think, if we did, someone might listen.

“I want the association to be a strong voice to argue on our behalf. We can’t do it for ourselves.”

worried. Many are already living on the breadline and if the cost of day-to-day living goes up, they will be negatively affected.”

Other staff are simply disillusioned. “None of them joined to be millionaires, but all of them expect that their wages should be enough so they can get ahead in life. Not just exist. This pay freeze feels like the Government is punishing them.”

For many members, it’s all about fairness. A member in Wellington had this to say: “Having worked through Covid while other companies were given financial support, this is a real kick in the face.”

Several staff mentioned that the idea of moving to Australia was looking more appealing, with one Auckland constable in his 20s saying he should be “able to do more than tread water on my current wage.”

“If I ever want to get ahead, I will have to find secondary employment, or move to Australia and get at least a \$20,000 pay rise straight away.”

Chris Cahill said members’ reactions to the Government announcement had been “utterly understandable”.

The move had been applied “irrespective of the extraordinary commitment of constabulary and Police employees, the ever-increasing calls for service and growing dangers associated with contemporary policing”.

It was undeniable, Chris said, that many association members, and other public servants, had been at the root of the Government’s success in the medical and financial management of Covid, “and this is no way to acknowledge that”.

Members are urging the association to dig in on the issue of the pay freeze, which one member said was “a total middle finger towards Police” and would take years to recoup.

The indignation is palpable in many of the communications from members.

A police officer in Hawke’s Bay whose wife lost her employment due to Covid restrictions says he is “absolutely gobsmacked” about the Government’s announcement. [Continued next page.](#)

“This pay freeze feels like the Government is punishing police.”

“I’m sick of the repeated situation where the Government seriously undervalues us.”

A South Island member nearing retirement wrote to say he was concerned for future generations and the career prospects of those who wanted to remain in the job. He pointed out that any degradation in pay put those in the service at added risk of financial pressures “and possible temptation leading to corruption”.

The latter is an important point recognised by law enforcement agencies around the world where poor pay of police officers can make them susceptible to bribes.

A Police employee from the communications centre team had this to say: “The association MUST MUST MUST stand up for us. We are not greedy. We do not want exorbitant pay rises. We just want fairness.”

Chris Cahill has said the Government has entirely missed the mark when it comes to acknowledging the work and dedication of police.

“Never before has our frontline faced so many competing challenges, which should be acknowledged in a fair and balanced increase in their pay.”

He wanted to reassure members that the association would continue to focus on delivering on members’ reasonable expectations as opposed to any Government directives.

A constable who is a solo mother of two teenagers, and has been in Police for seven years, says the pay freeze is a kick in the guts.

“I’m pretty annoyed about the whole situation. Previously it wouldn’t have affected me, but now it does because of my current home life.

“I’m renting, but trying to get a home built. My take-home pay is about \$1800 a fortnight and my rent is \$680 a week. I end up with about \$500 in my pocket a fortnight to work with, which leaves nothing after the bills are paid. I’m dipping into my savings, which I’m supposed to be using for my house.

“I’m looking at promotion to try to help my financial situation, but not everyone can be promoted.

“When I joined Police, the money wasn’t an issue for me, it wasn’t a factor. I joined because I wanted to do something for the

community. But now I’m starting to think about what I can do outside of Police to get money to pay for things like the \$20 top-up cards for my kids’ phones, so they can keep in touch with me, and new school shoes. I had to dip into my daughter’s savings for those and I felt extremely guilty.

“An extra \$100 to \$150 a week would help.

“I don’t think Police here are paid fairly in comparison to Australian officers. It has crossed my mind to move there, but my family’s here.

“Some extra support would be amazing. Just something to enrich our lives for standard constables like me. We shouldn’t have to look for promotion for the pay just to live.”





Iam Keen

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

A chill in the air

I know winter is coming, but all this talk from the Government about a pay freeze is already sending a chill down my spine.

I'm not sure how out of touch they are in Wellington, but if they thought telling cops, nurses and teachers that they won't get a pay increase for three years was ever going to wash, it would appear the Covid fog has well and truly descended on the capital.

I am rather confused about what the current message on this actually is, with various ministers seeming to be backing the truck up at high speed, but my pay round advisor tells me any talk of a backtrack might just be rhetoric, and peanuts seems to be all there is going on the table.

I get that we are in crazy times, but no one has seen the economy tank – just

everything going up in price – and this needs to be recognised with a fair pay offer.

From what I hear some tough negotiations will be required.

Custody under scrutiny

Talking about tough times, my thoughts are with our three colleagues on trial for manslaughter in New Plymouth.

Any of us who have worked in custody units or rural police stations will be thinking, there, but for the grace of God, goes me.

I don't know all the facts, but I do know that training for custody management is woeful and the cells in many of our stations are straight out of yesteryear.

I really want to know where management is at on dealing with the big issues of custody and creating an environment where staff and prisoners are safe.

My big-city cousin tells me that Counties staff seem to have found a novel way of reducing the risk in their custody unit.

Apparently, before you can bring a prisoner in, you have to ring the senior sergeant for approval, which can be tough to get.

From what I hear, stealing a car and assaulting the arresting officer warrants only a summons these days.

These policies have consequences, though not for the offender it would seem.

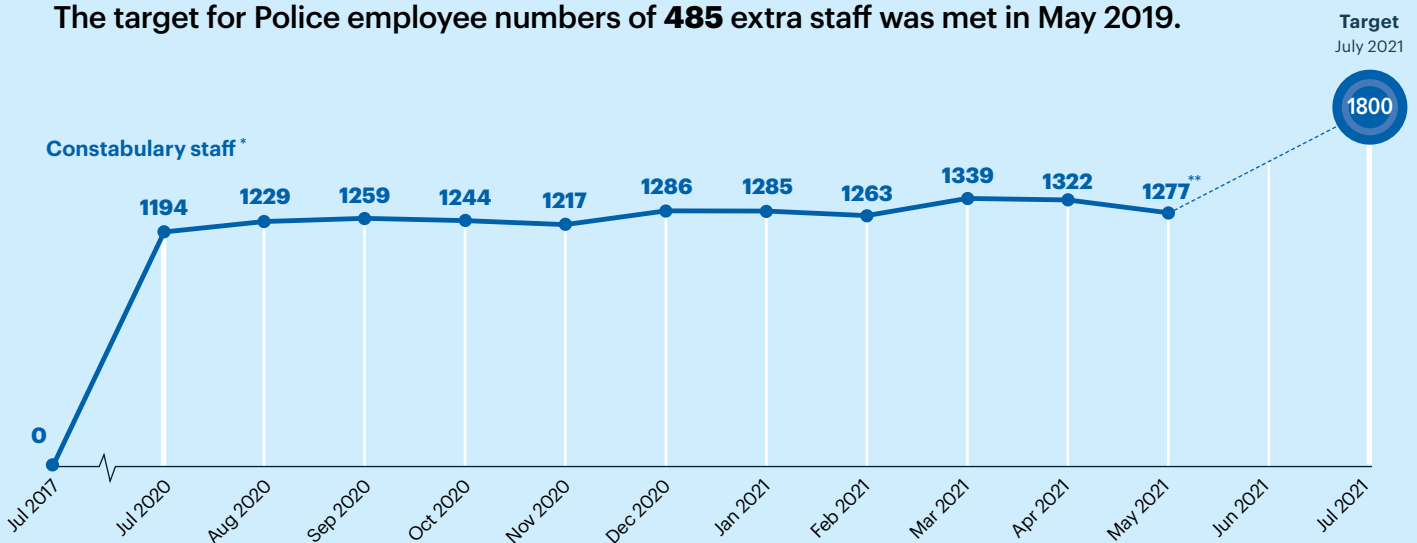
Kia kaha and stay safe.

Constable Iam Keen

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

Counting Cops

Progress on the promised **1800** increase to constabulary staff from July 2017. The target for Police employee numbers of **485** extra staff was met in May 2019.



*Includes authorised officers **As at May 21, 2021



Last chance for Member Survey 2021

There is still time to complete the 2021 NZPA Member Survey if you do it before June 9. The survey link was emailed to all members last month, so check your inbox if you missed it.

The biennial survey, conducted by NielsenIQ, delivers extremely important data on the main issues facing constabulary and Police employee members. Questions cover a wide field, including attitudes to general arming of police, significant threats such as organised crime, how members feel about the resources they have and their response to Police culture and leadership.

This hard data is used to make our case when the association advocates on behalf of members, whether that be with politicians, Police hierarchy or arguing our perspective in the media. That is why it is so important for members to please take the time to complete the survey.

Solid participation from members over the years has delivered a high standard of statistical veracity, which we hope to repeat this year.

Suicide research

Researchers at the Wellington campus of Otago University are seeking to interview first responders in the Wellington region who have had experience with suicide while on duty. They would like to hear from active or retired police officers, firefighters and paramedics who are willing to talk about their exposure to and experience of suicide in the course of their work. The aim of the research is to better understand the distress caused in these situations and how it could be reduced. If you would like to take part, email Renan Lyra, renan.lyra@postgrad.otago.ac.nz.

Push for pay equity

The Police Association has recently submitted a pay equity claim on behalf of about 1700 non-constabulary employees who mainly do clerical and administrative work for Police.

The claim, submitted in February, comes under the Equal Pay Act 1972, which says women and men should be paid the same for doing work of equal value. Historically, due to social and cultural factors, work done mainly by women has been undervalued, and today it continues to affect the remuneration they receive.

In 2020, the act incorporated the Equal Pay Amendment Bill, which allows individuals and unions to raise pay equity claims.

There is a difference between equal pay and pay equity.

Equal pay means two people doing the same job should be paid the same regardless of gender, eg, male and female nurses should be paid the same.

Pay equity means women and men should be paid equal pay for work of equal value, even if they are not doing the same job; eg, the value of administrative and clerical work when compared with a male-dominated role of similar value.

As part of the process laid out in the act, the association has been required to collaborate with the PSA (Public Service

Association), which has already submitted a pay equity claim to Police, to progress the application.

Any staff who are affected should already have been notified by Police.

If you believe you should be included and have not been contacted, discuss it with your employer in the first instance. If you are still uncertain, email pay.equity@policeassn.org.nz and include your role, title and location.

The claim process can take a long time, sometimes years, because there are several steps needed to identify if an inequity exists. These include interviewing administrative and clerical workers and analysing information

to understand if the work has been undervalued and, if so, to what extent and what needs to be done to correct that.

Bargaining would look at how settlements could be reached to correct undervaluation and how pay equity can be maintained in the future.

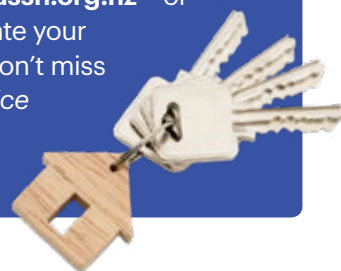
There are several other claims in progress, including for mental health nurses and district health board administrative and clerical workers. Previous successful claims have been made for social workers and teacher aides.

If you have any questions regarding this claim, email us at pay.equity@policeassn.org.nz.

There is a difference between equal pay and pay equity.

Have you moved recently?

If so, make sure you let the Police Association Member Services Centre know by email – enquiries@policeassn.org.nz – or freephone – **0800 500 122**. They will update your details in the membership system so you don't miss out on important communications and *Police News* deliveries.



Criminal case reviews may involve members

With a flood of applications coming into the recently established Te Kāhui Tātari Ture Criminal Cases Review Commission (CCRC), it's possible some Police staff will be approached by the commission to discuss cases that are the subject of claims, either over a conviction or a sentence.

The CCRC, which has taken over the Royal Prerogative of Mercy (RPM) referral process under the Criminal Cases Review Act 2019, opened its "doors" for business in July 2020. It was expecting a run of applications, possibly up to 125 in the first year.

What it got was a deluge of 200 in the first 10 months. By comparison, fewer than 170 applications were made for an RPM over 23 years.

The sheer volume of applications has been challenging for the independent Crown entity, which has a relatively small investigation team, plus a panel of six commissioners headed by Colin Carruthers, QC.

It seems that word has spread fast about the commission, which is intended to act as a safety valve for claimed miscarriages of justice, such as the case of Teina Pora, who spent 22 years in prison after his wrongful conviction for murder.

There are a broad range of applications being made to the CCRC, involving homicides, sexual offences, serious and complex fraud and less serious offences.

The law prevents the CCRC from disclosing what specific applications it has before it, but it says there is little doubt that among them will be applications from people whose last-ditch effort will show there has been a miscarriage of justice.

The CCRC's work requires it to access significant legal and policing expertise. The deputy chief commissioner is Paula Rose, a former Police national manager of road policing, and the establishment advisory group included former police officer Tim McKinnell, a senior member of the team that helped free Teina Pora. Tim is now the CCRC's investigation and review manager.

He says the advent of DNA evidence over the past 30 years has allowed societies to begin to understand how common



Former police officer Tim McKinnell, who was on the team that helped free Teina Pora, is the investigation and review manager with the recently set up Te Kāhui Tātari Ture Criminal Cases Review Commission. Photo: NZ HERALD

"The advent of DNA evidence has allowed societies to begin to understand how common miscarriages of justice are and what causes them."

miscarriages of justice are and, to some extent, what causes them.

Early data indicates that about 30 per cent of applications the CCRC are from Māori and 7 per cent from people who identify as Pasifika. Ninety-four per cent of applications are from males. Some of the 200 applications relate to cases that are decades old.

The CCRC is keen to ensure that other government departments, such as Police, the Serious Fraud Office and other prosecuting agencies, are aware of the CCRC's role in reviewing convictions and sentences, and what that might mean in terms of accessing information and interviewing staff involved in historical cases.

The CCRC stresses that it takes an inquisitorial approach, rather than an adversarial one. Its role is to determine if it is in the interests of justice to refer a conviction or sentence back to the relevant appeal court, not to decide guilt or innocence.

As of mid-May, the CCRC had progressed several cases to the investigation stage – the step where it may use its powers to obtain information. Several applications have also either not been accepted or a decision has been made not to proceed to an investigation.

Most of those seeking to have their cases reviewed will have exhausted all other avenues of appeal. The CCRC is the last resort with a statutory power to refer cases to the Court of Appeal.

It operates in a similar way to the Scottish Criminal Cases Review Commission, set up in 1995, but with some elements changed to "suit the New Zealand landscape", such as "mana-enhancing practices" and working not just with individuals, but with collectives and families.

The CCRC is all about accessibility, but it seems to have been a victim of its own success. The hope was that after an initial rush of applications, demand would ease off, but that hasn't happened. Given the volume of applications, another challenge will be identifying applications that have merit and filtering out those that do not.

Police senior prosecutor Sergeant Grant Gerken, who is the Police Association's Region 7 director, has welcomed the CCRC as an additional safeguard in the justice system.

Most prosecutors and OCs considered that once a matter had made it through the gateway of evidential sufficiency and then a full trial, any finding of guilt (on a beyond reasonable doubt basis) would be "robust and merited", he said.

However, no system was infallible, and he was confident that no police officer would want anyone wrongly convicted of an offence for which they were innocent. "So, while there are several layers of appeal available, an additional safeguard is hard to argue against, particularly if a miscarriage of justice is revealed."



Firearms vetters on track for permanent employment status

The Police Association is continuing to work with Police on the transition of firearms vetting staff from casual to permanent roles, including determining the terms and conditions of their employment.

Since 2014, the association had been consistent in its view that the nature of the work and deployment of firearms vetters meant they should be permanent employees working flexible part-time hours.

Originally, Police did not accept that position, but following a ruling from the Labour Inspectorate, it is now onside with the process.

Association senior employment adviser Leeann Peden says that before the association became involved, three vetters, Dennis Wood, Richard Shurr and Dave

Pearson, who are former police officers, had set up their own committee to advocate for the 160 vetters who work for Police.

She says their extensive knowledge, expertise and commitment continues to be invaluable in setting workable employment conditions for all vetters.

Focus will then move to a remediation process with Police to make good on minimum statutory entitlements not paid while vetters were employed as casuals. That will include minimum entitlements such as annual and sick leave going back at least six years.

Firearms vetters play an integral educational and regulatory role in the firearms licensing process. They advise applicants on their legislative obligations and requirements

under the Arms Act and Arms Regulations.

The vetters' regulatory role involves interviewing applicants, people who live with them and their referees to ensure that an applicant is a "fit and proper" person to be granted a firearms licence.

They also visit the applicant's home to check that the security arrangements for the storage of the firearms meet legislative requirements.

Vetters have close working relationships with the gun communities in their areas.

Their role requires vetters to be inquisitive interviewers, effective communicators and excellent at building and maintaining community and stakeholder relationships.

Applying the rules of leave

The Police Association continues to receive queries from members about how the 45-day accrued leave rule should be applied.

The association and Police have worked together on this and the agreed position is that future planned leave must be taken into account when assessing an employee's leave balance.

The 45-day leave total is considered a maximum entitlement rather than an ongoing target.

Even if members have leave planned and approved, they will continue to accrue leave until the planned leave is taken, which might put them above the 45 days.

For example, if someone has accumulated 51 days, but has 15 days' leave approved in a month's time, that would reduce the

leave balance to under 45 days even taking into account leave that would accumulate during that period.

Or, if someone is sitting at 47 days, but is unable to take leave due to long-term sick leave, this can be addressed on their return to work.

There may be a special personal occasion for which a member would like to accumulate leave above 45 days, such as an extended holiday. Consideration of this is allowed for in the collectives, by mutual agreement.

If a member is consistently above 45 days, they can be directed to take that leave if they can't come to an agreement with their manager or supervisor on how to manage it.

The advice to members and managers

is that discussions on leave management should start early – before 45 days is reached – and be ongoing. The trigger shouldn't always be when a member reaches or exceeds 45 days.

The 45-day figure represents a balance between ensuring members take leave and allowing them to accrue a balance for future use.

The key message is to ensure all members have an active leave plan in place.

From the association's perspective, this is a simple measure to promote positive "leave behaviour" – planning well in advance and taking leave regularly across the year.

Leave in this context includes annual, shift, PCT, toil, alternate holidays, DDOs and Commissioner's Holidays.

Street cred on the spectrum

People with intellectual disabilities and neurological conditions can sometimes find themselves in situations where they need help.

The trouble is that others may not realise what is needed and vulnerable people can miss out on getting a fair go, either when they need to report a crime or during other encounters with police.

In the course of his work, Constable Karl “Boldy” Baldwin, a member of the Western Bay of Plenty Family Harm Team, says he frequently encounters adults and children with conditions such as ADHD (attention deficit hyperactivity disorder), autism and Asperger’s.

It’s not always immediately obvious, however, and Boldy is keen to raise awareness among his colleagues about such conditions.

“I see these vulnerable people when I’m out and about in the community. Sometimes, what they are doing can look like bad behaviour, but quite often it’s not – it’s a neurological condition.”

Not that he’s expecting cops to be medical experts, but he believes there are some basic strategies that fit into the values of policing by consent, trust and confidence, and prevention.

He’s hoping to organise a presentation for frontline staff from a doctor to cover what should be done when dealing with those with autism spectrum disorders or ADHD.

Earlier this year, Boldy was a facilitator for a 10-week abuse prevention workshop organised by People First New Zealand Ngā Tāngata Tuatahi, a national disabled persons organisation led and directed by

those with learning and intellectual disabilities.

About 15 adults took part in the “Keeping Safe Feeling Safe” course. Some came on their own and some with caregivers to learn about what abuse is, including current and historical sexual abuse, what their rights are, the law, healthy relationships and consent, and talking to Police and support services.



Constable Karl “Boldy” Baldwin; below, Boldy with *Police Ten 7* presenter Rob Lemoto and some of the people who completed an abuse prevention workshop earlier this year.

Especially important, says Boldy, was looking at the basics of how to report to a police station and, as part of the workshop, the course participants visited the local station to meet front-counter staff and go

through the processes involved.

“Sometimes police terminology is too much for people to take in, or people speak too fast. We can use scenario training and visual aids instead.”

For Boldy, the People First NZ workshops fit neatly into the Commissioner’s call for “prevention through partnerships”.

With a stepson on the spectrum, Boldy has more than just a professional interest in those with autism. His personal experience means he brings empathy and understanding to the situations he encounters as part of his work.

He would like specific training in the area to eventually be incorporated into recruit training at the Police College.

Boldy has previously delivered the Loves Me Not programme in high schools, which aims to keep young people away from abusive relationships, and he has recently been approved to be a facilitator for the Mates and Dates programme, which covers all kinds of relationships.

Boldy has been working in the family harm area for 18 months, after 10 years on other frontline work. Originally from England, before he joined Police in New Zealand in 2011, he had worked as an arborist for a decade in Britain and here.

He says he’s come from a physical job to a mental job, and in recent years he’s realised that he would like to be working in youth aid where he can also connect with and support the wider family and whānau. “Every person has a backstory that is part of who they are.”



An all-round achiever

For the second time in just over a decade, Mike O’Leary has become the recipient of an inaugural police-related honour.

The 61-year-old inspector from Hastings has been named as the first recipient of the Police Sport Lifetime Achievement Award for his participation, commitment and service to Police Sport over several decades.

Mike was also the first Police member to receive the Police Association’s Bravery Award, introduced in 2010, after the courageous off-duty rescue of two children

from a crashed and burning van. He later received a NZ Bravery Decoration for the same incident.

In a life full of sporting and career highlights, these awards stand out for Mike, who says he is immensely proud to have been recognised by his peers.

“I’m a very proud police officer. We all are, and we try to do our best in the communities in which we live and work,” says Mike. “I have had the privilege of working and playing beside a whole lot of role models, and I’m honoured to have been considered for a lifetime achievement award.”

Though he points out that it’s not quite a lifetime yet. He’s still working fulltime as the professional conduct manager for Eastern District, still blazes his way around the PCT, and he’s always up for whatever sporting challenges he can find.

Frustratingly, he’s been having to take it easy after shoulder surgery in April for an old sporting injury. Even with the injury, he managed to collect four gold and five silver athletics medals at the Whanganui Masters Games in February. Three weeks later, at the 2021 NZ Masters Athletics National Championships, Mike restricted himself to just three events, winning gold in the shot put, silver in the javelin and bronze in the discus. His injury meant he was unable to defend the national pentathlon title he won in 2020.

At the 2020 Dunedin Masters, he won gold in all seven events he entered (100m, 200m, long jump, triple jump, discus, shot put and javelin), and at the NZ Masters Athletics National Championships in Hastings in late February 2020, he brought home one gold, three silvers and a bronze.

He’s confident that his shoulder will be right soon, and he will be good to go for Masters later this year and for the 2022 Australasian



Mike on the cover of *Police News* in 2010 after receiving the inaugural Police Association Bravery Award.

Police & Emergency (AP&ES) Games in Rotorua in March next year.

The last time the games were held in New Zealand, in Lower Hutt in 2012, they marked the start of a decade-long AP&ES medal-winning streak for Mike. That year he threw his hat in the ring for the first time, and, with no training, entered eight track and field events, reaping seven golds and a bronze. “From that, a passion and a focus developed for the games. I had previously focused on rugby sevens where our team had done well.”

In fact, the roots of that passion stretch back to his schooldays in Hastings when he just loved anything to do with sport – rugby, cricket, volleyball, basketball and swimming – but with a special affinity for track and field events.

He went to Otago University to study PE, and play rugby, with the idea of becoming a teacher, or, if that didn’t work out, a police officer. “As it played out, I got the best of both worlds,” he says.

He joined Police in 1983 and, after frontline work in Lower Hutt, was seconded to the Police College in 1986 as a physical training instructor (PTI). Around the same time, district civilian physical education officers were hired to implement the new physical competency test (PCT) that was being introduced.

His own competency on the sports field fitted neatly with his ethos on policing. “It’s about being fit for the job, yes, but it’s also about being ‘fit for life’. It’s about making

Mike in 2012, with a swag of medals the last time the AP&ES Games were held in New Zealand.



sure your body is prepared for adversity that may come your way. We spend a lot of time studying and training our brains to pass exams. You've got to want to do that for your body too."

Mike says there is no doubt that the PCT has lifted the health, fitness and wellbeing of police in New Zealand. "Some people might think it's past its use-by-date, but show me something better? The test has been validated and reviewed by overseas universities and experts and has retained its value while being refined over the years."

He left the PTI gym-based role in 1990 to become

a recruit instructor in law and practice and then, in 1992, when the Ministry of Transport merged with Police, he taught cross-training policing to the former MOT staff.

Among the thousands of recruits and senior course members that he trained were a future assistant commissioner, Tusha Penny (Wing 130), and his current district commander, Superintendent Jeanette Park (Wing 123).

In 1993 he took a sergeant's job in his home town of Hastings, raising a family of three with his wife, Deb. He was promoted to senior sergeant in 1998 and inspector in 2006.

In 1998, Mike founded, co-planned and hosted the North Island Police Touch Tournament that was held in Hastings for eight years.

He also set up what became, literally, a legendary sevens rugby team. Mike knew a lot of police in Hastings had played senior rugby, so he organised a team of over-35s

to enter the NZ National Rugby Sevens tournament held in Palmerston North. Mike's team beat the national champs, 40-nil. He later drew in other players from Napier and Gisborne and those teams won national titles consecutively up to 2002. He then took the team to compete in the AP&ES Games in Australia and New Zealand till 2014. They hold multiple national and Australasian titles.

"We became 'The Legends' and they call me 'Legend' for setting it up, being the planner and keeping us all in contact. It's very nice of the team and we appreciate

the camaraderie, the fun and laughter... but when we competed, we didn't play to come second."

The list of Mike's sporting and sport administration and organisational achievements is long, ranging

from being secretary of the Hawke's Bay-Gisborne Masters Athletics Association (responsible for coordinating the NZ Master Track and Field Champs in Hastings in 2020) to being a multiple medal winner in track and field events locally, nationally and internationally.

He was the Police Association Police Sport Administrator of the Year in 2016 and the Sport Hawke's Bay Masters Sportsperson of the Year in 2020.

He credits his sporting success to "being very competitive and having good genes".

"I've never pressed weights.

I jog when I feel like it.

If I think I'm putting on

weight, I'll do something

about it. But, really, I

enjoy the competitions

"I have had the privilege of working and playing beside a whole lot of role models, and I'm honoured to have been considered for a lifetime achievement award."



Above, Mike at the top of the podium for his discus personal best of 33.2 metres at the New Zealand Masters in Whanganui in February this year. Below, in action at the 2016 AP&ES Games on the Sunshine Coast in Australia, right, and the 2018 games in Mandurah, left.

and having fun doing what I like. Sport is a passion and I have played with and against some awesome people. I'm just trying to follow my 'bliss', doing what I enjoy."

He'll keep on track – pardon the pun – as long as he can. "I see people in their 90s still competing. It's inspirational. I'd like to be one of them. It gives them a focus, keeps them fit and gives them a goal."

He's ready to register for the 2021 NZMA North Island Champs this November, the February 2022 Dunedin NZ Masters Games, the AP&ES Games, and then the NZMA National Champs to have a shot at getting that pentathlon title back.

Mike will be presented with his Police Sport Lifetime Achievement Award at a dinner at the Police College on June 10.



Understanding cholesterol



Advice from Barbara Bos, a registered nurse at the Police College Health Clinic, in the second of a series on cardiovascular health.

Last month's column on cardiovascular risk assessment invited you to complete a Heart Foundation check to ascertain your risk of heart disease or stroke. If you did the check and found your risk to be higher than expected, you may be looking at ways to reduce that.

Elevated cholesterol levels are part of the equation.

Cholesterol, or lipids, are a fatty substance in your blood that can stick to the walls of arteries and, over time, clog up or narrow the pipes by calcifying into plaques and causing a condition called atherosclerosis. Left untreated, plaques can completely block an artery, or rupture causing a blood clot that blocks the artery.

Blockages in the heart cause heart attacks or, in the brain, a stroke.

Even skinny people can be fat on the inside, so don't assume because you are a healthy weight that you are not at risk.

If you don't know your levels, ask your doctor for a blood test, and ask the doctor or nurse for an explanation of the results, because they can be confusing. It's all about the balance of fats in your blood. While one type of fat may be high, another type of fat may balance things out.

The result gives a total number, which is broken down into three types of cholesterol: triglycerides (Tg), high-density lipids (HDL) and low-density lipids (LDL).

Even skinny people can be fat on the inside, so don't assume because you are a healthy weight that you are not at risk.

Another number gives the ratio between the good and bad fats.

- LDLs are the bad, heavy fats that block your arteries
- Triglycerides store and transport the fat in your blood
- HDLs are the nice, light good fats that bounce along your arteries.

If you have more of the good fats, they help move the heavy ones along and stop them blocking things up.

Your total cholesterol may be high, but it may be because you have lots of good fats. The ratio gives a more accurate idea of the balance of fat in your blood.

How do I get the balance right?

This can be done through diet and exercise, but people who have a genetic or family history of high cholesterol might need medication to reduce their levels.

Foods that increase your good fats (HDL) include oily fish, olives, nuts and seeds, avocado and vegetable oils, and spreads.

The fats that can lead to heart disease include fatty meat, cream and butter, coconut oil and palm oil.

Eggs are a good source of protein for healthy individuals but those with an increased risk of heart disease should limit their weekly intake to six.

The Heart Foundation recommends a diet rich in fruit and vegetables, whole grains, nuts, seeds and legumes to help reduce risk.

Other ways to reduce cholesterol include exercising regularly, maintaining a healthy weight, limiting alcohol and avoiding processed foods and takeaways.

For more information about a healthy heart diet, talk to your GP or nurse, or visit the Heart Foundation website, heartfoundation.org.nz.

Get FREE roadside assistance on us*!

Take out a full-cover vehicle insurance policy through us, and we'll shout you FREE roadside assistance for the lifetime of your policy - valued at \$79* per year.

*Based on an annual single user AA membership and for full-cover vehicle policies only.



Keeping a healthy balance

Insurances manager Neill Law explains the management of Police Health Plan premiums, surgery costs and hospital bed fees.

This year the Police Welfare Fund has had to increase several Police Health Plan (PHP) premiums because healthcare costs are getting more expensive.

However, we not just sitting on our hands and letting cost increases happen to us. We're doing all we can to keep healthcare affordable for the average police officer and Police employee and their families.

Not all healthcare costs are going up. In fact, where there is competition between healthcare providers, or with some technologies becoming more accessible, the price can come down.

On the other hand, we have noticed some healthcare providers taking advantage of local monopolies, so it's really important we try to take advantage of competitive tension whenever we can.

What does this mean for members?

- If you have surgery, your PHP insurance policy will pay up to the "usual, reasonable and customary" (URC) charges for your procedure.
- If the cost you've been quoted is more than URC, we will arrange a quote from an alternative provider.

- If you still want surgery at your preferred hospital, that's fine, you just need to pay the difference between URC and your preferred hospital quote.
- What if that's in a different city? We can help with travel costs for you and, in some cases, your support partner as well.
- We also need to keep an eye on what procedure the surgeon is recommending. If there is another procedure that has clinically similar outcomes for a significantly lower price, we might need to challenge the surgeon's reasons for recommending a more expensive one in your particular case.

Another issue is hospital bed fees. We currently cover \$750 for each night. If it's more than that, you will need to pay the difference.

- We're looking at increasing the nightly subsidy in the next benefit review, but even then, it won't cover the most expensive private hospitals where the bed fees can be more than 20 per cent more expensive than the market median, without any noticeable improvement in services provided.

Does this mean we're just becoming another penny-pinching health insurer?

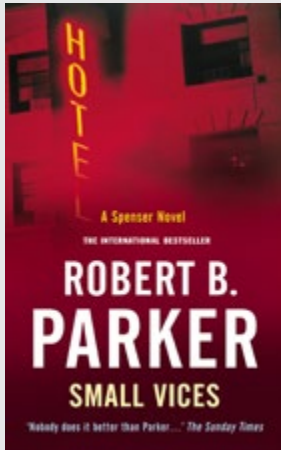
- No. We remain owned by you, for you.
- This is about making sure that we're responsibly spending your premiums in a way that delivers maximum benefit for you and the police family.
- We run an extremely lean operation so more than 90 per cent of your premiums go towards member claims.

We're proud of the support our scheme provides to police and their families to stay healthy. We want to make sure that the premiums we charge continue to be affordable so the scheme remains sustainable.



Small Vices

by Robert B Parker



His only interest is justice. And good beer.

When a white girl from an upper-class college is murdered, nobody is surprised when a black kid from the 'hood is banged up and sent down for murder. The fact that his rookie defence lawyer did a B-grade job counts for nothing.

Boston private eye Spenser, a gourmet cook, ex-boxer and poetry-spouting gumshoe, holds no racial preconceptions. His only interest is justice. And good beer. Oh, and his annoyingly smart psychologist girlfriend, Susan Silverman.

So, when he's engaged by the rookie lawyer's new firm to take another look at the Melissa Henderson case, he starts rattling cages. The problem is that the high society folk of Boston and Manhattan don't like having their cages rattled by a private eye with a broken nose and a smart mouth, especially one acting for Ellis Alves, the scumbag who had the temerity to step outside the ghetto and take one of their own.

Eyewitnesses don't want a bar of it, aside from the swinger who wants a bit more

of Spenser than is really appropriate. Money talks, and when even your own client doesn't want to talk to you, it's hard to see the point in trying too hard. But that's not Spenser's way.

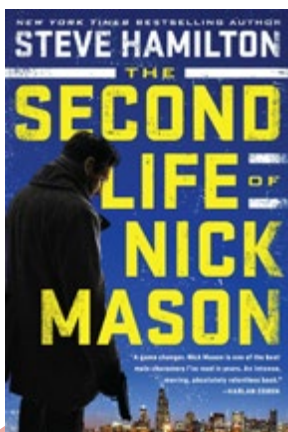
He's tougher than most and determined to break through the stonewalling to expose the lies he knows have been told. But when a mysterious assassin known as the Grey Man takes a crack at him, the stakes are ramped up. Taking a plunge into the Charles River with a hail of bullets in him should be enough to stop Spenser in his tracks.

But that's not how Spenser rolls, and someone's going to be sorry.

Recognised as a dean of hard-boiled crime, Parker is witty and smart and writes stripped-to-the-bone noir that fans of the genre will love. I only wish he'd ditch the annoying Susan. Spenser is a street-soiled Sir Galahad who doesn't give up. It's easy and engaging, and recommended for fans of Chandler, Connelly or MacDonald.

The Second Life of Nick Mason

by Steve Hamilton



The fact that his first hit is a cop isn't the best start to his new career.

A career criminal let out of jail early. A hard-bitten cop determined to get to the truth. A criminal kingpin who runs the drugs, girls and guns on the dirty streets of Chicago.

Nick Mason just wants to see out his time, keep his nose clean and get out to see his daughter again. Faced with decades in maximum security after a heist goes wrong and his best friend is left dead, Nick becomes a chameleon. He's the guy who doesn't pick a side and mixes with every race and clique on the inside. It keeps him safe.

Unfortunately, it also brings him to the attention of Darius Cole. Cole needs a man on the outside, a man he can trust. Nick just wants to get out, and the deal's not a request. Released 20 years early, he has a condo, a car, cash. And a phone that could ring any time. And when it does, he must answer.

He's on tap as a hitman for Chicago's top dog, and he doesn't like it. But if he can watch from the shadows as his daughter plays soccer, or his ex-wife dines with her new man, it's got to be worth it, right?

But life on the outside isn't as easy as he'd hoped. The detective that put him away hasn't let go. His past still hangs over him and his old associates haven't forgotten. Nick and his crew were double-crossed, and he needs to know why and by whom. Eager to keep his head above water long enough to clear up the unanswered questions, Nick finds himself sliding deeper into trouble.

The fact that his first hit is a cop isn't the best start to his new career.

Steve Hamilton has taken a gritty plunge by breaking away from his usual series with this tale, and he's got the chops to keep it going. It's a great read and I look forward to the follow-up.



Robodog in the pound

Just weeks after the New York Police Department sacked its robot dog recruit because it was “creeping out” the public, a New Zealand company launched the same model on the streets of Auckland.

On May 6, robotics firm Rocos, one of four winners of Spark’s \$625,000 5G Starter Fund, released its version of the Boston Dynamics robot dog “Spot” among city crowds, showcasing the 5G technology that it says will revolutionise industries such as security, energy and construction.

The machines are operated by battery and remote control, with video footage relayed from a camera at its front end.

Rocos founder David Inggs told *The New Zealand Herald* that robot dogs could be used, for example, to patrol car parks at night, take photos of gauges in dangerous locations, carry sensors to measure the temperature of pipes and work in agritech (one was recently sent to herd sheep on a Gisborne farm).

In New York, however, the NYPD robot dog, nicknamed Digidog, was returned to Boston Dynamics with its non-existent tail between its legs after only six months on the beat following a public backlash to the hi-tech K9.

The robot dog, which weighs 31 kilograms and can climb stairs, carry equipment and survey hazardous areas, was leased under a NZ\$100,000 contract that has now been cancelled.

Apart from concerns that the NYPD was spending money on “fancy toys” rather than engaging with communities, it appears it was the robot dog’s appearance that ultimately failed the PR test.

A video clip of a man in handcuffs being led by police and followed by Digidog went viral on social media, with many likening the scene to something out of Netflix’s *Black Mirror* episode *Metalhead*, in which black robot dogs controlled by a military state hunt down humans. It’s been reported that the show’s creators drew inspiration from Boston Robotics videos.

One social media commentator said: “Can we just... not do this right now? Who in their right mind thought this would be a good idea just fresh out of 2020 like this?”

New York mayor Bill de Blasio said it was “creepy, alienating and sends the wrong message to New Yorkers”.

So, that’s the end of Digidog in New York, but police departments in Massachusetts and Hawaii are also reported to be testing the machines.

In New Zealand, David Inggs has said he believes there could be a market for the robots in this country, though they are more likely to end up picking apples than acting as robocops.

Dear Aunty

My new BAS (body armour system) has never been comfortable, right from when it was first issued to me. I thought it might get better over time, but the discomfort has continued. Is this just something I have to put up with? That doesn’t seem right when it is such a key piece of kit. What can I do about it?

It doesn’t sit right

Dear It doesn’t sit right

While it’s true that the BAS isn’t the most comfortable item to wear, there are things you can do to make sure it is as comfortable as possible.

Steps you can take to improve the fit:

- Check out the BAS site on the Police intranet and watch the videos, which may cover the issues you are experiencing, and provide advice.
- If that is no help, contact Tactical Solutions to see what advice they have. Their contact details are on the BAS intranet site.
- If it turns out that there is a refit issue in your case, Tactical Solutions are the ones who manage this process.
- If this does not resolve your issue, you can also seek help from the BAS Project team.

Meanwhile, the BAS and the ballistic plates that come with it remain standard kit for frontline officers when they leave the station, but when you are in the station, or your office, take the BAS off to give your back and shoulders a break.

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

BRAIN TEASER

1. When was Te Kāhui Tātari Ture Criminal Cases Review Commission set up (see p11).
2. Which language has the most words according to dictionary entries?
3. Who was the legendary Benedictine monk who invented champagne?
4. Which team won the women's competition at this year's Duncan Taylor Memorial Basketball tournament?
5. What kind of weapon is a falchion?
6. How many capital cities does South Africa have?
7. Who, or what, won the Nobel Peace Prize in 2020?
8. What is the smallest bird in the world?
9. Which New Zealand cricketer announced their retirement last month?
10. When was Netflix founded?

Answers
 1. July 2020; 2. English – 170,000 words; 3. Dom Perignon; 4. Auckland; 5. Sword; 6. Three – Pretoria (executive), Cape Town (legislative) and Bloemfontein (judicial); 7. The World Food Programme; 8. Bee hummingbird; 9. B J Walling; 10. 1997.



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

Instrumental values

What do brass band instruments and a community-based hub for socialising and brewing have in common?

Well, if you know about the Hataitai-based Waitoa Social Club, it's quite obvious. Back in the day, Mark Davey, John Scully, Leighton Roberts and Tommy Baker were in England at an international brass band competition when

a chance visit to the Dobcross Band and Social Club set in motion an idea beginning in 2017 and culminating with what they have today.

General manager Mark says it's about Hataitai beer for Hataitai people. Although they are locally focused – with two premises in Wellington – they are nationally renowned.



Hataitai India Pale Ale – 6.8%



Light gold pour with a thick frothy head. Slightly fruity aromas in the glass followed by a medium malt body with a hint of lingering bitterness.

Would I shout a mate one?

It's a very subdued IPA, but I probably would. Hopheads would prefer a bigger beer, but this will find favour with most palates.

Mosaniac Single Hop IPA – 6%



Clear light copper pour with a thin lacy head. Muted fruity aromas. Very effervescent with a thin malt body and light mouthfeel. Citrusy finish.

Would I shout a mate one?

It's a good thirst quencher. Inoffensive. Yes.



American Pale Ale – 5.8%



Golden pour with a big white head and tropical fruit aromas. Those same aromas are evident on the palate, albeit more muted. Medium body with a good mouthfeel.

Would I shout a mate one?

Yes, easy drinking.

Recommended: Visiting either Wellington location is a must-do for the beer, the food, the social aspect and community ethos.

Availability: Onsite at the two Wellington locations – 175 Victoria St, Te Aro, and 32 Waitoa Rd, Hataitai; online at waitoabeer.co.nz and various online liquor retailers; and from most good liquor stores nationwide.

Facebook/Instagram: @waitoasocialclub

Are you a super taster?

The answer lies near the tip of your tongue.

In the nineties, I loved watching the American TV sitcom *Friends*. Joey was my favourite character. His obsession with food, and refusal to share with anyone else, was hilarious. If ever asked, his response was always: "Joey doesn't share food!"

Joey's issue is not unusual, because what we taste isn't necessarily the same as what others do and this is dictated by individual taste sensitivities.

The number of tastebuds you have near the tip of your tongue is a good indicator of your taste sensitivity, and determines whether you're what's known as a super taster, a medium taster, or a non-taster.

Being a super taster isn't as great as it sounds. Everything tastes intense. Sweet, sour, salty, bitter and savoury characters take on a life of their own. Super tasters' sensitivity to acids and tannins is also pronounced.

I'm happy being a medium taster. It leaves me open to trying pretty much anything. If you're interested in finding out where you sit on the taste sensitivity spectrum, visit wineswithattitude.co.uk/blog/wine-ramblings/supertasters-and-wine.html

Softer, lighter-bodied reds such as pinot noir are a good choice for super tasters. If you're a medium or non-taster, bigger reds shouldn't be a problem.



\$27

Rabbit Ranch Central Otago Pinot Noir 2019

★★★★★ | Excellent | 16 points

This has lifted aromas of raspberries, cherries, savouriness and spice. On the palate, there's plenty of flavour with notes of ripe red fruits, cinnamon and toast. It's medium-bodied, fresh and juicy, with fine tannins and a smooth, lengthy close. The highly regarded 2019 vintage has delivered here.

Domaine Thomson Explorer Central Otago Pinot Noir 2019

★★★★★ | Excellent | 16 points

There are notes of rose petal, red fruits, savouriness and tilled earth on the nose, matched by flavours of red and dark fruits, baked bread and toast. It's youthful and zesty with finely balanced acids and tannins. A well-integrated wine with an elegant, lengthy finish.



\$30



\$25

Mills Reef Winery Reserve Hawke's Bay Syrah 2018

★★★★★ | Excellent | 16 points

Red and dark fruits merge with struck match, leather and tar notes on the nose. On the palate, there are dark fruits, savoury and spice characters. The mouthfeel starts off quite tight and tannic, but it opens up over time, building depth of flavour and complexity. The finish is long and dry.

Trinity Hill Gimblett Gravels The Gimblett 2018

★★★★★ | Outstanding | 17 points

This bordeaux blend from Hawke's Bay has attractive aromas of mixed berries, milk chocolate, tilled earth and spice. There's real depth of flavour with notes of dark fruits, chocolate and toast. It's medium-bodied, nicely integrated and well-balanced, with tangy freshness and fine tannic grip. A stylish wine with great length that's approachable now, with potential to age gracefully.



\$40



AP&ES Games registrations open soon

Registrations for the 2022 Australasian Police and Emergency Services Games being held in Rotorua (March 4-11, 2022) are due to open at 12 noon (New Zealand time) on July 1, and Super Early Bird special pricing will run from then until August 22.

The advice from the games organisers is to get in early to secure the best price and to ensure entry into sports such as golf, surfing and whitewater rafting that are expected to fill up quickly.

Games director Dave Gallagher says there will be a reserve list for all sports, but that doesn't come with any guarantees. "So our best advice is get in and register early."

With close to 60 sports to choose from, there is expected to be wide interest in the games from throughout New Zealand and Australia. Only recently, three new sports were added to the list – dodgeball, tag football and disc golf.

Registrations will be through the website, apes2022.co.nz, which has a list of all the sports, the programme and the pricing structure. You can also sign up for a regular games newsletter.

Coming soon to the website will be links to accommodation and recreation options in Rotorua and games merchandise.

Any queries can be emailed to info@apes2022.co.nz.



A round with Riki

A Whanganui constable who joined Police in 2019 has wasted no time in establishing himself as the man to beat within New Zealand Police's golf ranks.

At the Police Association North Island Police Golf Champs in Palmerston North in February, Riki Kauika took on a field of more than 120 golfers and walked away the overall winner. He carded rounds of 70, 71, 68 and 71 to finish eight-under for the tournament, four shots clear of second.

Riki is no stranger to competing in and winning big golf tournaments. The 36-year-old has competed at the highest amateur level – representing New Zealand at the prestigious Eisenhower Trophy tournament in Puerto Rico in 2004 alongside household golf names such as Open Championship winner Francesco Molinari, American PGA Tour pro Ryan

Moore and fellow New Zealander Josh Geary.

He was also part of New Zealand Golf's junior academy, an organisation designed to help the country's brightest prospects improve their game and put them on the path to a professional golf career.

"I always had it in my mind that I was going to play professionally," Riki says. "I didn't think I was going to do anything else once I started playing golf."

His talent on the links was evident from a young age when he picked the sport up at 10 at the behest of his father. A move his dad would later regret.





Riki Kauiki at the Police Association North Island Police Golf Championship in February. Photos: MATTHEW CAMPBELL

By the time he was 12, Riki was already on a single-figure handicap.

"The old man was a bit disappointed because I was already beating him reasonably fast."

By the time he was 12, Riki was already on a single-figure handicap, something he puts down to his good hand-eye coordination from sports such as tennis and cricket that he also played while growing up.

However, it was always golf that really captured his attention. "It's kind of addictive really," he says.

Playing an individual sport, where the onus is only on you, is what Riki loved most about the game and before long his skills were getting noticed by New Zealand Golf.

Travelling the world playing the sport he loved was exactly what Riki wanted, but, as often happens in life, things didn't pan out exactly as he planned, and the professional golf circuit was not to be.

Now, playing off a +2 handicap, Riki says he's lucky to get out on the course once a week as he juggles his Tactical Crime Unit work and family commitments.

"I'm just waiting till my little fella gets to about five and then I'll be able to have an excuse to take him with me."

He'll continue to make time for the course when he can and is keen to represent the New Zealand Police golf team more often following his debut at the inaugural trans-Tasman tournament on the Sunshine Coast in 2019.

Next year he plans on suiting up again for New Zealand in the Australasian Police & Emergency Services Games in Rotorua to bring home more silverware.

Sports Diary

To contact Police Sport, email Kerry Fenton at info@policesport.co.nz

NOTE: The NZ Defence Force Sports Council has cancelled all interservices sports tournaments up till June 30, 2021. This affects softball, touch, cricket and hockey teams that would have competed in a quadrangular tournament between the Army, Navy, Air Force and Police.

NZPA NZ Police Tennis Championship

When: August 12-13, 2021

Where: Rotorua Tennis Club

Contact: Mark Osbourne, mark.osbourne@police.govt.nz

NZPA and Police Sport Winter Games

When: August 25-27, 2021

Where: Whangārei, Northland

Contact: Tracey McCarthy, tracey.mccarthy@police.govt.nz

NZPA Ski and Snowboard Championships

When: September 27-29, 2021

Where: Whakapapa, Mt Ruapehu

Contact: Jeremy Stewart, jeremy.stewart2@police.govt.nz

NZPA Hockey Championships

When: October 27-29, 2021

Where: Dunedin

Contact: Joshua Clauson, joshua.clauson@police.govt.nz

Armed Forces and Emergency Services Body Building and Fitness Competition

When: late 2021, dates TBC

Where: Ohakea Air Base

Contact: Kerry Fenton, kerry@policesport.co.nz

AP&ES Games 2022

When: March 4-11, 2022

Where: Rotorua

Contact: see website, apes2022.co.nz



FINANCIAL WELLBEING TOOLS

Everyone has financial goals, whether they're written down or just a thought in the back of their mind. What are yours?

Are you saving for the deposit on a home, looking to pay off your Home Loan faster, trying to get your debt under control, wondering how to invest for the future, or just trying to pay your bills and make your hard-earned money go a bit further?

For most people, the challenge is knowing how to achieve them. We aren't always taught how to manage our money, and Kiwis are often reluctant to talk about it – so it can be hard to know where to start.

ANZ has created a new, online resource to help New Zealanders improve their financial wellbeing. The six-step Financial Wellbeing Programme is free to use, and you can work through it at your own pace. You can check it out at anz.co.nz/financialwellbeing

Where do you stand?

The first step is to find out your current level of financial wellbeing. By answering a few simple questions, you can work out your personal Financial Wellbeing Score, and see how it compares with the average score for your age group.

Once you know where you stand, you can start using the tools and tips in the rest of the programme to build your financial smarts. From planning spending to managing your debt, setting a savings goal, organising your accounts and planning for your

future, the programme will show you how with simple, straightforward tools and ideas. There are also some quick money hacks you can use to get your finances humming.

If you've ever wondered, "Where does my money go?" (and, let's face it, who hasn't?), ANZ's Financial Wellbeing Programme could help. You can work through it step-by-step or dip into it as you need to. To find out more, visit anz.co.nz/financialwellbeing

ANZ Home Loan offer for first home buyers

One of the key principles of financial wellbeing is getting the best value from the money you spend. So, if your financial goal is to buy your first home, check out our great offer. If you get a Home Loan with ANZ to buy your first home you could get a \$3000 cash contribution, as long as you keep your Home Loan with ANZ for at least three years.¹

And whether you're a first home buyer or not, don't forget that if you're a Police Welfare Fund member you can enjoy great discounts on Home Loan interest rates and other special benefits with the Police Home Loan package. To find out more, contact ANZ on **0800 269 296**.



¹First home buyer cash contribution offer: To be eligible for the \$3000 cash contribution you must be a first home buyer. ANZ will determine who is a first home buyer at its sole discretion. The cash contribution offer is on the condition you stay an ANZ customer for at least three years. If you move your banking or lending to another financial institution within three years, ANZ may ask you to immediately repay the cash contribution. The cash contribution will be paid on drawdown of your Home Loan.

Package eligibility criteria, terms, conditions, and fees apply. The Police Welfare Fund receives a commission for members who take up and hold a Home Loan under this package. Interest rates are subject to change. Copies of our General terms and conditions, fees and charges, and our Reserve Bank Disclosure Statement are available online or free at any ANZ branch. This material is for information purposes only. We recommend seeking financial advice about your situation and goals before getting a financial product. To talk to one of our team at ANZ, please call 0800 269 296, or for more information about ANZ's financial advice service or to view our financial advice provider disclosure statement see anz.co.nz/fapdisclosure. ANZ Bank New Zealand Limited.

Fight the freeze

In relation to the announcement of a pay freeze for three years which appears to directly impact our current pay negotiations, I am writing this as I do not know where else to express my utter anger and hurt.

If this pay freeze affects police, and frontline constabulary are not able to negotiate a pay increase in the current pay negotiations, this is a kick in the teeth.

I completed 10 years' unbroken service on May 31. To hear this from the Government shows it has no insight into what I face on a day-to-day basis.

I am a rural officer and on call for night shifts. I worked right through last year's lockdown and have literally put myself in harm's way to protect my community. In my 10 years I have been shot at, assaulted and hospitalised. I have had people die in front of me, been the first on the scene at horrific crashes and managed to save many lives.

For the past five years I have worked one-up and given my all for our people.

PTSD? Yes, I have that, and I have seen counsellors and psychiatrists on several occasions.

If this is what the Government – our leaders – feel I deserve then I will no longer bear this burden.

I need the Police Association's help to fight this freeze. The people in our organisation do not deserve to be treated in this manner.

I am not asking for a huge payout. I just believe that if the Government can spend vast amounts of money raising benefits, buying already settled land, and everything else that it sees as important, then the people who hold the line for our communities deserve the same.

If this freeze does happen, I will be looking for a new career. It's not the money. It's the principle.

TIM WHITE
Pahiatua

Shafted again?

As the wife of a police officer, I'm trying to clarify and understand when police are going to get Covid-19 vaccinations?

They don't appear to be in any priority group, meaning they would be in with Group 4. Why are other emergency services groups getting vaccinated and not police?

I'm aware of regional council civil defence emergency staff getting vaccinated – most

of them don't even leave the building in an emergency.

Other people are getting vaccinated because they know people in the system – they aren't on any priority lists, either.

It's appalling and frustrating that once again police are being shafted, and once again in the last *Police News* there were no updates except the comments from Iam Keen. I hate to inform him that it's no rumour that social and mental health workers are getting the vaccination before police.

What is the Police Association doing to ensure police are taken care of, because I have no doubt you will not be able to stay in your "bubble" if there is another lockdown? Where is the communication? What if anything is being done to push for Police staff to get vaccinated?

It's making me quite angry and frustrated watching what's going on and never hearing a thing from the association.

It's great to see the sporting achievements of members, that corporate uniform subsidies are being reviewed and that you gave away 400 nights in Holiday Home accommodation, but where is the update on Covid-19 vaccinations? How are you responding to all the "Police are racist" stories and comments, or the PTSD issues raised again?

Do you really understand how these issues are affecting police and their families, or is it just not a priority?

I'm proud of my husband, his profession and all police do, but I'm getting really tired of seeing police being constantly undermined and poorly supported.

PAULA HAYWARD
Whakatāne

"The association agrees with the points made on the vaccine – or lack thereof – and Chris Cahill has taken this up with Police Minister Poto Williams during a meeting in early May.

Chris has since written to Minister Williams asking for an update on progress made on the points he had raised, and asking the minister to provide him with the information from Police and the Ministry of Health that led to the erroneous decision to leave police out of the emergency services category for priority vaccination. At the time of going to print, the minister had not replied." – Editor

Frontline under stress

I am a rural PST supervisor and I am very worried about how quickly our new staff are scrambling to get off the frontline, both in rural and city PST.

They are desperate to get to CIB, Prevention or one of the other new teams that keep getting formed. Even working in MIQ is seen by some as preferable to frontline work.

This has meant the gains we made with the flood of new recruits have already evaporated and we are now back to being under strength. And this was with recruiting paused until recently.

"The risk of harm to us and frightening, life-threatening situations have increased so much that staff are genuinely worried, and some are not willing to put up with it."

Shift work, especially night shift, is terrible for your health and social life, and I see the new generations of cops are far less willing to put up with this than we were in the past. Maybe they are wiser.

The risk of harm to us, and frightening, life-threatening situations have increased so much that staff are genuinely worried, and some are not willing to put up with it. It is our PST and road policing staff, often with less than safe levels of back-up, or no back-up, dealing with this night after night.

We have had staff rammed, injured, and threatened in their homes. We have other staff who I suspect have pressure from partners and wives to call in sick on night shift.

Then there is the stress of increased demand, which is totally expected given population rise, but not matched by staff increases.

My only experienced FTO has now left to take a minimum pay job. He said he couldn't take the rate of family harm work and was about to snap. Another of our senior constables in a neighbouring station has done the same due to increased work-related anxiety.

The rate of PST welfare transfers in the past year from our area is alarming.

One of our PST sergeants has left to work

for local government and get weekends off! Another is applying for CIB jobs to get off PST.

No wonder no one (except crazy old fools like me) wants to stay frontline, but I do wonder how much longer my partner will put up with not sleeping at night worrying if I'll come home or not.

Please push for better conditions and compensation for these risks and health effects on the frontline. We must keep experience on the frontline and make it an acceptable career choice.

NAME WITHHELD

Covid jab inequity

After seeing on the TV news that frontline police are not being offered the Covid 19 vaccination ahead of the general population, I need to offer support for your cause.

I was in Police for more than 26 years, all of it frontline positions and rural stations. I'm still in fulltime work, and have also been a volunteer firefighter for 29 years. Because of my firefighting work, I have had both my Covid jabs.

I would think that the police fall into the same category as firefighters and ambulance staff and other emergency services.

Your frontline members are out there all the time and should be vaccinated early. I respond when the siren goes off. I also work in a closed situation with the same people and don't interact with the general public during work hours.

Please keep on at those who make the decisions about who gets done when.

JOHN CUNNEEN
Westport

Space, time and crime

The Tech Files column in the May 2021 *Police News* made for interesting reading on how "crimes in space" are handled by earthly police. Science and technology have clearly overtaken a lot of our normally accepted ways of policing and catching baddies. But let's bring this down to earth a bit, shall we?

The NZ Crimes Act 1961 (2000) Section 8, on jurisdiction of our authorities to deal with crimes committed "away" from New Zealand, may well apply. The section is about "ships" or "aircraft", but those definitions could take into consideration a spacecraft.

Section 8 seems to allow for prosecution of "any person", nationality not specified, who commits or omits an act beyond New

Zealand on any ship or aircraft and who arrives in New Zealand during or at the end of a journey during which the act was done or omitted, such an act being an offence in New Zealand under the Crimes Act or any other act and liable to punishment.

The act is naturally silent on crimes, etc, committed on foreign soil – ie, Mars or Venus. Maybe an amendment is called for!

This would seem, then, prima facie to provide the legislative power for New Zealand "space-police" to use the Crimes Act powers and its jurisdiction to act accordingly.

But don't go rushing off to the police store for space boots, zap guns and space helmets, as these have yet to be designed.

Meanwhile, on another, more serious policing subject, Justice Davison in the High Court has suggested that formal police warnings could be "illegal". This doesn't include simple verbal warnings, which largely go unrecorded.

Police Association president Chris Cahill agrees with this determination, but I tend to disagree when he suggests that police could be seen as playing "judge" and "jury" at the same time.

Police give such warnings for two reasons:



Reunion

Phil McKenzie Wing 52 (May-August 1972) 50th Reunion

This time 49 years ago, 71 members of the Phil McKenzie recruit wing were wondering what they had let themselves in for when coming to terms with their initial Police training during chilly conditions at the resort commonly known as Trentham Police College. A small group from the wing have decided it would be great to have a reunion mid-2022 to share tales and experiences from the past 50 years. The venue and scale will depend on numbers attending. Interested parties can contact Eric Newman, Mike Flahive, Tony Bouchier and Gavin Lysaght on Facebook or email lysaghtg@xtra.co.nz.

- To provide a written reminder to the offender not to commit the identified offence again or a prosecution may follow.
- As a way of recording the matter in case the same offender commits that type of offence again or has previously – it is commonly known as “similar fact” evidence.

This should only be considered as good police practice. On “similar fact” evidence, the prosecution must always ensure that the “probative” value of the similar fact evidence outweighs its “prejudicial” effect on the defendant in court.

It goes without saying that the prior or current “evidence” of offending must also be “similar” in facts to the current/previous case on which similar facts are to be relied on.

I also believe that it should only be used in serious cases warranting imprisonment. The case in point was of a serious sexual nature and such cases beg for evidence of a similar nature previously as this type of offending doesn’t happen by accident. There is usually a recurring theme on which to rely.

STEVE ANDERTON
Paraparaumu

Names sought for Remembrance Day 2021

The organising committee for this year’s Police Remembrance Day is seeking details of former Police staff (constabulary and Police employees) who have died since August 2020 so their names can be included in the national service at the Police College.

Next of kin and contact details can be emailed to **NZPMemorial@police.govt.nz**, or committee member Alan Richards can be contacted by email, **alan.richards@police.govt.nz**, or phone 021 193 2959.

The national Police Remembrance Day service will be held at the Police College in Porirua on Wednesday, September 29, at 11am.

Contacts

New Zealand Police Association

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

Police Health Plan 0800 500 122

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

Police Fire & General Insurance

Online quotes and information see “Insurances” at www.policeasn.org.nz

or call 0800 500 122

or 04 496 6800

Claims 0800 110 088

Police Home Loans 0800 269 4663

Police Credit Union

Freephone 0800 429 000

www.policecu.org.nz

GSF information 0800 654 731

PSS information 0800 777 243

www.policesuper.co.nz

Senior Employment Advisors District

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

Bobbi Richardson 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

Debbie Ericsson 027 268 9427

Vice-presidents

Marcia Murray 027 268 9411

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Murray Fenton 027 268 9419

Region Two

Auckland and Counties Manukau Districts

Emiel Logan 027 268 9413

Region Three

Waikato and Bay of Plenty Districts

Scott Thompson 027 268 9414

Region Four

Eastern and Central Districts

Paul Ormerod 027 268 9415

Region Five

PNHQ, RNZPC and Wellington District

Pat Thomas 027 268 9416

Region Six

Tasman and Canterbury Districts

Paul Hampton 021 457 960

Region Seven

Southern District

Grant Gerken 027 268 9418

Police employee representative

Tina Dower 021 198 6185

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@policeasn.org.nz.

For urgent advice after a police shooting or critical incident, call 0800 TEN NINE (0800 836 6463) – a 24 hour/seven days a week service.

MEMORIAL WALL

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

SCHUCK, Wilhelm	13 Feb 21	Retired	Invercargill
BAKER, Elizabeth	28 Mar 21	Police employee serving	Taupō
ALEXANDER, Matthew	17 Apr 21	Police employee resigned	Auckland
GIBSON, Magdalene	27 Apr 21	Widow	Paraparaumu
FARQUHARSON, Bryan	30 Apr 21	Resigned	Napier
WALKER, John Henry	1 May 21	Retired	Huntly
HAZELTON, Thelma	2 May 21	Partner	Te Aroha
SHANKS, Maysie	5 May 21	Widow	Auckland
TILLER, Neville	5 May 21	Retired	Christchurch
FLEMING, Neil	6 May 21	Retired	Tauranga
WAITAI, Rana	10 May 21	Retired	Whanganui
WINSLOE, Steven	17 May 21	Resigned	Invercargill
COFFEY, Murray	21 May 21	Resigned	Unknown



Police Welfare Fund Benefits** are available to our members any time they are in need.

Benefits available include:

- Birth or adoption benefits
- Welfare grants if you're seriously injured at work or facing financial hardship
- Relationship counselling

The Police Welfare Fund* provided over \$28,000 of value in welfare assistance in 2019.

In 2019, the Police Welfare Fund* provided 112 birth benefits, over \$28,000 of value in welfare assistance and gifted over 400 nights of accommodation** in our Police Holiday Homes.

We are here to support our members for life, so please find out more about how we can help you, and your family, on our website: **policeassn.org.nz/member-benefits**