

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

Welfare role meets ever-changing needs

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

Senior WA officers get MIT training

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

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

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

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

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

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

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

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

Grateful thanks put into words

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

ACCIDENT

Sir,

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

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

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

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

C. I. Buchanan
Pearce, ACT.

VILLAGE FIRE

Sir,

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

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

Accident Squad's 20th birthday

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

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

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

'Platypus' is back with the fleet

The biggest and newest of the AFP's three new Water Police launches, designed for duty on Canberra's Lake Burley Griffin, has retained the name of the original ACT Water Police launch, 'Platypus'.

The new 'Platypus' began duty on 1 March this year.

And for this issue of the journal which shares the same name, researching the history of the original launch was made easy. It was all done by former Water Police member Senior Constable Dave Gough as part of his hobby interests.

Of the original 'Platypus' he writes:

"In early 1962, a Sans Souci boatbuilder, C. H. Fuimini and Son, was approached by the Department of Supply on behalf of the ACT Police Force, to design and build a 24ft cabin cruiser to be used as a Police launch, in conjunction with two 14ft Quintrex craft, on Lake Burley Griffin.

"The Police launch was built at a cost of 4,500 pounds, over a period of four months from a variety of timbers including Oregon, teatree, spotted gum, maple, and Indian teak. It was powered by an imported Ford Interceptor V8 engine of 215 hp. Construction was supervised by Department of Supply and Maritime Service Board Engineers and on 30 May 1963, the launch was completed and slipped into Kogarah Bay for trials and testing.

"It was then transported to Canberra for storage to await the filling of the lake. She was first launched at Kurrajong Point, off Weston Park on 28 November, 1963.

"Superintendent L. Powley and Admiral George, of Navy Supply, put forward a suggestion that the launch be named after a Submarine Depot-repair ship, HMAS Platypus, which had served Australia with distinction in World Wars I and II and the name was accepted. (Platypus, broadly translated from the Greek, means Flat (platus) Foot (pous) — Flatfoot — a name used with tongue-in-cheek for Police for many years).

"A piece of timber, which had been salvaged from HMAS Platypus before her disposal,



● The old 'Platypus' top, now owned privately, and above, the new one during early work-up routines on Lake Burley Griffin. At the helm is Water Police Chief Sergeant Dave Ashurst with other water police members Ron Blacka (centre) and Matt Saarikko.

was donated to the Water Police Section by the War Memorial Trust, and after craftsmen from the Department of Housing and Construction had fashioned it into two name-plates, Mr D. Evans, of Braddon, completed the signs by painting the name

'Platypus' in gold leaf on them. The signs were then mounted to the sides of the Platypus wheel-house.

"Platypus was removed from the water for the last time as a Police craft on 16 December 1969, when her meter read 2140

hours.

"The name-plate from the first 'Platypus' has been fitted to the transom of the new 'Platypus', a seven-metre aluminium alloy cabin cruiser designed and built by Star Boats, of Perth, WA.

THE QUESTION OF A MOTTO

At the time of its formation in 1979, the AFP did not adopt a formal police motto.

In this, however, it doesn't stand alone. Tasmania's Police Force does not have a motto either.

Is the time now right for change?

This question we would like members to consider seriously. If you are for, or against, the motto idea your views would be appreciated. So would suitable motto suggestions.

The form on the back page of this issue is the way to let us know. Simply send the form to The Editor, Platypus, P.O. Box 401, Canberra City, ACT 2601.

Most mottos, understandably, come from the Latin, some from the French. South Australia's police adopted a quotation from Cicero's laws...*Salus Populi Suprema Lex* (The safety of the people shall be

the highest law). Victoria went for *Tenez Le Droit* (Uphold the Right), while NSW adopted *Culpam Poena Permittit Cums*, or in English, *Punishment Swiftly Follows Crime*.

In Queensland the motto is *Constantia Ac Comitatus* (Fairness with Courtesy), while organisations like the International Police Association took as its motto the phrase *Servo Per Amikeco* (Through Friendship).

The official Oxford Dictionary definition of motto is: "sentence inscribed on some object and ex-

pressing appropriate sentiment; word or sentence accompanying coat of arms or crest; maxim adopted as rule of conduct; verses, etc., in paper cracker, quotation prefixed to book or chapter; recurrent phrase having some symbolic significance."

Now you have it. Let's have your views, please.

● See cut-out coupon back page.

COASTAL WATCH CHIEF NAMED

● Continued from Page 1

The review examined a proposal that the Defence Force be given the responsibility, but decided that this would not lead to a system that would better counter the traffic in narcotics and sustain the kind of surveillance necessary for other purposes."

Mr Young also said that traditional defence forces had been divorced in Australia from regular responsibility for law enforcement against Australian citizens.

Mr Young said the Coastal Protection Unit would plan and set priorities for surveillance and implement response and enforcement action. It would direct officers of Customs, Defence and Transport, as appropriate.

"There will be much closer Customs involvement in the new arrangements with Customs officers being attached to the Coastal Protection Unit and participating in

appropriate response and enforcement action," he said.

Mr Young announced that as part of the new plan Commonwealth regional co-ordination centres, under the management of the Coastal Protection Unit, would be established in Darwin with other centres to be set up in Queensland and Western Australia after consultation with the respective State governments.

The Prime Minister also had written to all Premiers and the Chief Minister of the Northern Territory, seeking their agreement on the establishment of a proposed Standing Advisory Committee on Coastal Protection and Surveillance.

If formed, it would examine many aspects of the new service, including its possible expansion to include additional in-shore patrol craft or aircraft for operations in particular areas.

THE SHIRT ON YOUR BACK

● Continued from Page 1

"The order can be a mixture of both or a mixture of these plus the smaller size T-shirts for youngsters."

"Anything we can do to help lessen the cost burden for competitors is a worthwhile project."

This view is supported by Constable Virginia Hatcher, who competed at the last International Police Olympics in 1981. She was one of the most successful

individual competitors at the Games, winning three gold, four silver and two bronze medals.

While stressing that it was an experience of a lifetime, Virginia said the cost was prohibitive, and only recently had she finished paying off loans raised to enable her to make the first trip.

● Further details and the order form for the T-shirts and sweat shirts are contained in a special handbill inside this issue of 'Platypus'.