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D RUM

The official publication of the Northern Territory Police, Fire and Emergency Services



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Commissioner's message

As we approach the end of 2004, it is not only a time to reflect on an extremely busy year but it is an opportunity to look at the changing face of the NT Police, Fire and Emergency Services.

NTPFES staff would have felt the impact of recommendations into the reviews of the NT Police and Fire and Rescue services that is delivering increased resources across the board.

The graduation of Police Recruit Squad 79 will end a year of record recruitment for the NT Police Force while 12 new firefighters recently joined the ranks of the NTFRS. We welcome the new recruits to the organisation while this edition of The Drum also recognises some of our longest serving officers.

I am looking forward to the International Association of Women Police conference being held in Darwin after the NT Police Force recently won the right to host the event in 2008. This will be an unique opportunity to highlight the achievements and practices of this organisation on the world stage and I encourage all staff to get behind this exciting project.

Those people who attended the NT Public Safety Expo in August at Berrimah would have been impressed with the various displays showcasing the diverse nature of the NTPFES.

Congratulations to all staff involved, especially those who helped with display stands or participated on the day and the Expo Project Team, who orchestrated such a wonderful event.

I have enjoyed the opportunity to get out and about in 2004, especially my visits to police and families in rural and remote areas of the Northern Territory. I look forward to catching up with many more in the new year.

I wish everyone a Merry Christmas and a prosperous 2005.

Paul White
Commissioner of Police
CEO of Fire and Emergency Services



The Thin Khaki Line

The Northern Territory Police Museum and Historical Society will hold a display in Parliament House from 11 January 2005 to 11 February 2005 on Police involvement during and after Cyclone Tracy.

The display, entitled The Thin Khaki Line, is part of the

30th anniversary of the cyclone's destruction of Darwin.

The exhibition will feature stories from Police stationed in Darwin at the time and pictures telling the story of the trials and tribulations facing Police as both victims of the cyclone and in their role serving and protecting others.

Police win bid to host conference

The NT Police Force will host more than 500 international and national delegates in late 2008 with the International Association of Women Police (IAWP) annual training conference coming to Darwin.

A delegation from the Northern Territory Police Force recently secured the event at the 2004 IAWP conference in Boston, which also became the first event signed for the new Convention Centre on Darwin's waterfront.

Deputy Commissioner Bruce Wernham said many international delegates were very excited about the opportunity to explore new territories.

"One part of our bid to receive strong support was the promise to hold a session at a remote Aboriginal community. This has a strong appeal to many delegates considering their own issues with their indigenous people," Mr Wernham said.

"Our conference will also centre on leadership development, change management and the development of our Human Resource Strategy because people are the best investment for an area such as policing."

Detective Sergeant Jo Foley, Detective Senior Constable Kerry Legg, Human Resources Manager Laura Dewson and Northern Territory Convention Bureau's Kym Cheatham joined Deputy Commissioner Wernham in Boston for the bid process.

"In the past two years, the Northern Territory Police Force has changed its structure to embrace intelligence and forensic-led policing models and strives to be responsive to a changing world," Mr Wernham said.

"Adoption of these innovations places the Northern Territory at the forefront of policing and we would like to share and exchange our experiences with other police forces as well as bringing a major economic benefit to Darwin."

The Drum is the official magazine of the Northern Territory Police, Fire and Emergency Services. Copyright: contents of the Drum must not be copied without the Editor's permission.

Stories and photos by Sue Bradley, Peter Cain, Chris Cooper, Andrew Cummins, Ruth Evans, Ian Hasleby, Steve Heyworth, Theresa Kuilboer, Megan Rowe, Tim Sandry, Todd Sinclair, Foster Stavridis, Rod Strong and Brett Wenn. Front cover: graduates of the latest Police and Fire recruit squads. Back cover: Territory Response Section divers near Stokes Hill Wharf. Design and artwork by Kris Lee. Next deadline: 28 February 2005.

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HATS OFF TO 21 OF THE BEST

The family and friends of the Northern Territory's newest police recruits cheered and applauded as 21 constables hurled their hats into the air at the October graduation ceremony of Police Recruit Squad 78.

The graduates had been drawn from many different occupations and experiences ranging from airport security officer, coffee shop manager, storeman, pest control operator and bus driver, to hair dresser, crane driver, mechanic, bank officer, ski instructor and Defence Force personnel.

The diverse backgrounds of the police recruits will be invaluable as a microcosm of the wider community and bring a diverse spread of skills and experiences to the working and social environments where they have been assigned.

The official assemblage of His Honour The Administrator of the Northern Territory Ted Egan AO, Minister for Police, Fire and Emergency Services, The Honourable Paul Henderson MLA, and the Commissioner of Police, Paul White APM, were noticeably impressed by the parade skills demonstrated by Squad 78 members, the NTPFES Colour Party and Escort march past.

Commissioner White presented the Commissioner's Trophy to Constable Christopher Fairgrieve, a former Alice Springs prison officer who achieved the best overall performance in all areas of the recruit training course, including academic, practical and physical training.

Constable Fairgrieve, 36, will be stationed in Darwin and he expressed enthusiasm for his future in the NT Police and on completion of his general duties, would consider a move into the CIB.

"I enjoyed the camaraderie and teamwork with the other recruits and I could not have achieved the results I did and received the Commissioner's Trophy without all the members working together," he said.

Administrator Ted Egan presented the Rod Evans Memorial Trophy to Constable Sarah O'Connell who recorded the highest academic achievement in the Squad (94.28%).

The Trophy was named in honour of the late Sergeant Rod Evans who served with the NT Police Force from 1981 to 1990.

Constable O'Connell, who was married a week before graduating, has been assigned to Nhulunbuy and will use the community experiences she learned as a teenager growing up in the NSW town of Coonabarabran.

"I am looking forward to the policing challenges that are presented by a small and remote community and I'm eager to become involved in general duties," she said.

Constable O'Connell is academically well qualified with a Bachelor of Science and a Bachelor of Arts degree.

Deputy Commissioner of Police, Bruce Wernham presented the Physical Training Trophy to 25-year-old Constable David Hamlyn, a former active reservist in the Air Force, who will be stationed at Katherine.

The Glen Huitson Medal was awarded by Police Association Executive President Vince Kelly to recipient Constable Lee Adams, an appointee to Alice Springs Station, one of two recruits from Squad 78 heading for the town.

Three graduates will be based at Tennant Creek, four in Katherine, 11 in Darwin, and one at Nhulunbuy.

Squad 78 recruits were given a real taste of policing, Territory style during their six-month training, with extensive tutoring in Territory legislation, defensive tactics, firearms, advanced driving techniques and a demanding physical fitness program.

The graduates were active members of the team that presented the successful Public Safety Expo at Peter McAulay Centre, that participated in Police Remembrance Day activities, competed in the annual Chung Wah Society dragon-boat races (winning their club divisional event) and helped organise Blue Light Discos. They were even involved in the search for a missing person in the Tiwi area.

Squad 79 has been training since 14 June 2004 and the 24 recruits will graduate on 23 December 2004. The Squad 80 program began on 23 August 2004 with 27 recruits and they are expected to graduate on 31 March 2005. Squad 81 will begin its college based training course on 17 January 2005.



Change of phone number

The police switchboard phone number in Darwin is changing from 1 December 2004. Calls to the number, 08 8922 3344, will now be directed to the NT Government switchboard. Members are advised to use the internal directory, www.phones.nt.gov.au, to contact NTPFES staff. Police assistance numbers, such as 000 and 131 444, remain UNCHANGED.



Fired up and ready

The 12 new fire fighters who graduated from a four month intensive training course in October will be stationed at either at Darwin, Casuarina, Palmerston or Alice Springs Fire Stations.

All the graduates were trained in a range of skills including the study of the behaviour of fire, firefighter and driver safety, pump operation and the use of breathing apparatus.

At the graduation the Most Dedicated Student award was presented to Alan Hourigan, the Physical Fitness award was given to Andrew Brennan and the Silver Axe award to Ryan Clay, the recruit who showed an exemplary achievement in all aspects of the fire service learning activities.

The all-male squad had been recruited from diverse backgrounds, such as a former fitter and machinist, grape and citrus grower, the Defence Force, a tour guide, airport safety officer, bush firefighter, student and a sawmiller. Part of their training required learning methods to combat hazardous material spills and rescue response procedure in vehicle road crashes.

Northern Territory Fire and Rescue Service Director Bruce Mouatt said the skills of the firefighter had grown considerably where fighting fires was only part of the job.

"Firefighters are today trained to handle chemical, biological and radiological incidents, to conduct urban search and research activities," he said.



Northern Territory Firefighters to gain Certificate III

Firefighters in the Northern Territory Fire and Rescue Service will be given the opportunity to have their current competencies nationally recognised.

The Manager Education and Training, District Officer Grant

Hamon said a new training and education program is being introduced, which is aimed at recognising the current competencies of firefighters within the NTFRS.

To meet national training standards, qualified firefighters in the NTFRS must now achieve a Certificate III in Public Safety (Firefighting and Emergency Operations).

The program will be rolled out over the next few months with a pilot group of six to eight officers being the first officers selected. Firefighters from C Class (at least three years experience) through to Senior Firefighter Qualified are encouraged to be involved in the process to obtain the new Certificate III.

"Once the 'pilot group' has been through the process and gained their qualification, this group will then assist other firefighters to achieve the same qualification," DO Hamon said.

"Those firefighters who are satisfied

at their current level and are not seeking promotion are not required to take up the program and will not be disadvantaged in any way."

"In an era where nationally recognised qualifications are valued, this is an opportunity for the majority of the fire service to obtain these new qualifications that are both contemporary and nationally recognised.

"Most firefighters will have already satisfied some requirements of the Certificate III but eventually, it will bring all firefighters in the Northern Territory to the same education and training standard."

"Extra training and education opportunities will be provided to assist firefighters to gain the Certificate III. It is a new era in the NTFRS as the organisation becomes one of best fire and rescue services in Australia."

More information is available on the Intranet or contact Shirley Bergin on (08) 8922 3377.

LADDER TO SUCCESS

Benefits of Recognition of Current Competence/Deeming:

- ▶ nationally recognised/an industry standard
- ▶ portability of qualifications within industry
- ▶ currency of knowledge and skills
- ▶ a means to progress seamlessly within organisation with new training package
- ▶ enhanced opportunity for members
- ▶ recognition of current competence (a chance to have competence recognised and recorded)
- ▶ increase profile/competence of fire service members in community
- ▶ first step on the ladder to success (see diagram)

Round 1
Expression of interest

Round 2
Gather evidence

Round 3
Conduct assessment

Round 4
Competence recognised

Round 5
Issue qualification

Certificate III in Public Safety (Firefighting and Emergency Operations)

4 | **The DRUM**
For further information, telephone 8922 3377/8922 3290 or e-mail Deeming.PFES@msxchange.pfes.nt.gov.au

National Medal presentations

Last month, Commissioner Paul White recognised long serving members of the Northern Territory Police Force with the presentation of National Medals, which recognise diligent long service and NT Police Service Medals, which recognise meritorious service.

Detective Sergeant John Scott, currently with the Joint Counter Terrorism Team in Darwin and Senior Sergeant Peter Paolucci (Professional Responsibility Command) received the 30 year NT Police Medal 2nd clasp.

Detective Senior Sergeant Les Martin, from the Drug Enforcement Section, was awarded for his 25 years of service with

the National Medal second clasp.

Assistant Commissioner Mark Payne was among those officers awarded for 20 years meritorious service with the Northern Territory Police Force, as were Sergeant Pauline Polychrone and Senior Constable Shane Lawrence. All received the 1st clasp.

The National Medal recognising 15 years of diligent service was awarded to Senior Constable Robert Gordon (Welfare), Senior Constable Michael Moss (Crime Prevention), Constable Karen Sanderson

(Prosecutions), Sergeant David Peach (Prosecutions), Constable John Connor (Palmerston), Senior Constable George Hatzismalis (Operations) and Senior Constable Scott Ross (Territory Response Section).

The Northern Territory Police Medal recognises a member has completed 10 years continuous meritorious service.

Recipients of this award were Sergeant Mark Nash (Katherine), Constable Mark Hill (Operations), Constable Alan Davis (Casuarina), and Senior ACPO Mark Casey (Daly River).



Arid zone workshop worthwhile

by Megan Rowe

The inaugural Arid Zone Crime Scene Practitioners Workshop held in Alice Springs in June 2002 was followed up with a second workshop, again in the Alice, on 26 and 27 October 2004.

Crime Scene Examiners and Investigators from the Northern Territory welcomed participants from Queensland, New South Wales, South Australia and Western Australia.

In total, 15 persons took part in the workshop, including a biologist and fingerprint member who allowed insights into their particular fields.

A total of 88 years of crime scene experience came together to share skills, challenges and case studies over the course of the two days.

Topics included:

- ▲ the case study of a disaster aboard the *Nego Kim*, a shipping vessel moored off the

Western Australian Coast and investigated under extremely hazardous conditions

- ▲ stock investigations – including, as a highlight, the mustering and exhibit management of 3000 ostriches in a fraud matter
- ▲ a remote helicopter crash examination with DVI aspects

- ▲ mummified bodies.

While participant numbers were decimated on the final afternoon as the result of a remote area suspicious death, all participants agreed that the workshop was a worthwhile, as well as enjoyable, experience.



L to R: Steve Hall (QLD), Steve Thompson (QLD), Jo Warden (NT), Amanda Ruzsicska (NT), Megan Rowe (NT), Fiona McQuisten (WA), Jennifer Prothero (NSW), Mark Guest (SA), Ruth Evans (NT), Kym Chilton (NT)
Absent: Dayman Steptoe (NT), Tim Sandry (NT), Pat Egan (NT), Will McDonnell (NT), Erin Sattler (NT) and Ian Spilsbury (NT)

New approach to tackle violence

Specialised units to strengthen the NT Police Force's response to incidents of violence will be introduced in 2005 as part of a crackdown on assaults and more serious crimes against the person.

Announcing the Violent Crime Reduction Strategy, NT Police Commissioner Paul White said a key plank to its success will be the formation of the Personal and Domestic Violence Protection Units (PDVPU's). These units will be established in Darwin, Katherine, Alice Springs and Tennant Creek.

The aim of the PDVPU's is to mirror the outstanding success of the tactical teams already stationed in Darwin, Palmerston, Casuarina and Alice Springs, which has resulted in the reduction of anti-social behaviour and the targeting of repeat offenders.

"It is well documented that an intelligence-led approach to property crimes such as house break-ins and motor vehicle theft has significantly contributed to crime reduction over the past two years," Commissioner White said.

"While offences against the person such as assaults has dropped four per cent in the past 12 months, I believe police, in combination with other agencies, can make a greater impact than we currently are.

Commissioner White announced the new strategy on White Ribbon Day, which symbolises a stand against violence.

Wearing a white ribbon is a personal pledge to not commit, condone nor remain silent about violence against women and children. White ribbons are worn by men, who want to encourage other men to speak out against violence towards women, and by women who are supporting men.

Among the initiatives to be introduced under the Violent Crime Reduction Strategy is:

- a refreshed approach to tackling personal and domestic violence such as targeting recidivists and victims
- existing Domestic Violence

Units in Darwin and Alice Springs to be rebadged as the PDVPU's and staffed by detectives

- recruiting two lawyers to be part of the PDVPU's in Darwin and Alice Springs to free up police for investigations
- developing a licensed premises violent crime reduction strategy
- in conjunction with other agencies, providing support to victims from the reporting of crime to completion of judicial proceedings.

Commissioner White said the first step in the strategy was the appointment of two police officers – at Senior Sergeant and Sergeant level - to oversee the entire project, formulate policy and procedures for the PDVPU's to follow and consult with other government agencies and the private sector.

The PDVPU's are likely to begin in early 2005 and will result in the addition of 20 police officers from within the Northern Territory Police Force. Staff will receive specific training after staffing needs are assessed, however, it is likely detective training will form part of the overall training package.

"This is an opportunity for many of the talented members in the organisation to further contribute to making the Territory a safer place. Incidents of personal violence - which includes domestic violence, assaults and sexual assaults - impact on all parts of the community,"

Commissioner White said.

Central to the strategy will be using data already collected on incidents of violence to formulate action plans such as identifying criminal hotspots, time periods where violence is likely to occur and examining how police and other agencies currently respond to incidents.

Statistics from NT Police indicate:

- two out of three victims of assault know the offender
- two in five assaults are domestic related
- almost one-third of all assaults are committed by people with prior convictions for assault
- victims are likely to be between 20 and 45 years of age

"Police have not neglected this area however as the organisation embraces the concept of intelligence led policing, and as our police numbers increase, the Northern Territory Police Force has an opportunity to introduce such pro-active strategies," Commissioner White said.

"One area to receive greater scrutiny under the strategy is incidents indicating repeat victims and/or offenders."

Commissioner White said the Violence Crime Reduction Strategy will be reviewed in 12 months to ensure the strategy's objectives are met.

Humpty Doo facility on track

Construction of the Territory's newest PFES facility at Humpty Doo is progressing well. Expected to open early next year, the Police, Fire and Emergency Services facility will deliver a more effective service for Darwin's rural residents and ease the pressure on PFES resources in the Palmerston area.

The station will be manned by seven police members and four firefighters and will be opened during weekdays and weekends. After hours service will be provided by Palmerston crews.

Commissioner Paul White said the facility was the opportunity to better serve those in Darwin's rural area.

A review of staffing levels at the new facility will be conducted at the end of the first full dry season of operations.

Building Our Police Force

Since the release of *An Assessment of Resource Requirements of the Northern Territory Police* (O'Sullivan Assessment), the Building Our Police Force Team continues to oversee the implementation of a number of projects aimed at addressing the 112 recommendations from the Assessment.

As noted in the Assessment, implementation of recommendations would span over a number of years. Foster Stavridis Project Manager, Building Our Police Force Program said to date, just one year into the implementation program, significant inroads have been accomplished in addressing a good portion of recommendations that have limited industrial implications.

For example, there is a continuing push towards maintaining a vigorous recruitment strategy to address current and emerging policing resource requirements within the Northern Territory Police Force. During the first year

of implementing the O'Sullivan Assessment recommendations, significant increases in resources have occurred.

Year two of the implementation program will again witness growth in the areas of recruitment and equipment. In this regard, two recruit squads graduated so far this financial year with another two to follow, measures are in place towards purchasing more road safety equipment to assist and enhance members in the performance of their duty and the establishment of a call centre.

"In all, providing a more visible and accessible police force to the Northern Territory community," Mr Stavridis said.

Additionally, the college continues to develop courses for all members in line with national competencies as recommended within the O'Sullivan Assessment.

Overall, good progress is being made with the implementation process.

On-going negotiations continue on several 'big-ticket' recommendations such as the housing allowance, death and disability coverage and superannuation.

Although no outcome has been achieved on these matters to date, positive work continues on the remaining recommendations through the good work of all those involved with the implementation process.

The current status of the 112 recommendations is as follows:

- Completed – 19 (Recommendations implemented)
- Operational – 25 (Recommendations implemented awaiting completion)
- Work in progress – 56 (Recommendations being addressed)
- Year 2 Recommendations – 12 (Recommendations to be addressed in year 2 of Implementation Program)

Emerging Leaders Program (ELP)

A program to inspire and develop leadership within the Tri service is challenging the organisation's conventional thinking and training course delivery format.

Nineteen participants for the Northern Territory Police, Fire and Emergency Services began the innovative Emerging Leaders Program (ELP) in March.

The program is borne from a recognised need to develop a program that goes beyond existing or rank related management courses.

The ELP is aimed at generating new ideas through a strategic approach – getting above the existing structure and thinking, then looking down at these issues strategically and exploring changes and improvements.

Participants for the program are drawn from across the organisation ranging from Superintendents to Senior Constables for Police, Fire and Rescue staff and public servants.

Mr Kerry Grace, from the NTPFES College, said most courses run internally and externally in the Tri service are taken by people for promotional purposes, but this course was designed to allow individuals to develop leadership qualities, and form their own leadership style for future career opportunities.

Facilitated by consultant Ross Rynehart from Change Australia, and assisted by Vicki Anderson, Human Resources Director and Mr Grace, the ELP also requires participants to identify three mentors that can assist them

through the program.

"For the program

to work, people needed to take the move outside of their rank or position and challenge themselves in this course - regardless of who they were or how long they had been in the job," Mr Grace said.

"We wanted to promote the perception that leadership and good ideas is not just a Top-Down approach from the Commissioner, senior executives or people in management positions. Leadership can occur in everyday work – it can take place from a position of non-power."

To demonstrate its uniqueness, the course is not mapped to any promotional qualification, rather the course aims to better prepare Tri service members for future opportunities.

Future ELP courses are planned for 2005. Contact Kerry Grace on (08) 8922 2367 or kerry.grace@pfes.nt.gov.au for further information.



Keeping faith in the Wright man

Padre Peter Wright is a reassuring type of person to have around.

In fact, it is that aspect of his job with NT Police, Fire and Emergency Services that gives him the most satisfaction.

"The most rewarding part of my job is being able to sit down with someone and help them understand that they have done the right thing, and give them that reassurance, and even those who may have done the wrong thing, my role is to support, encourage, but not to criticise," Padre Wright said.

The Padre has been with NTPFES for four years (with a break of two and a half years in the middle) and says his role is both interesting and varied.

While his major role is the provision

of chaplaincy services to members and their families, he will also provide those services to members of the public when requested by Police.

"Basically, I'm there to take a load off members and to help them do their job," Padre Wright said.

Then there's the more pleasant side of his job - he can officiate at weddings and christenings, of which he has performed eight for members in the last year, as well as undertaking the blessing of police boats and planes.

Padre Wright led a varied life before joining the NTPFES.

He grew up at The Basin, in Victoria, at a youth training centre where his parents worked and said that experience showed him what life was like "on the other side of the tracks".

He then worked for VicRail for 17 years, the latter part of that as a draftsman, before serving as a Salvation Army officer for 25 years in places as varied as Karratha, Kalgoorlie and

suburban Melbourne.

He came to the Territory in 1992 as a Flying Padre, serving remote areas of the NT and the Kimberleys for six years before serving his first two-year stint with NTPFES.

He describes those years as "exciting stuff" and still on the odd occasion flies to remote communities, visiting members.

While some would see him as being a purely religious person, he said his role is far different to that.

With the help of his wife Geneen, Padre Wright is dedicated to providing an increasingly demanded mentoring service. As well as being a qualified minister of religion, he is currently half way through a Post Graduate Diploma of Pastoral Care and Counselling course.

"In some ways, it's really just loitering with intent," Padre Wright said. "To have someone just being there and offering support and letting you know that you're doing the right thing is becoming increasingly invaluable."

Contact Padre Wright through Communications or on mobile 0407 797 197.



Firies make Joshua's wish come true

Brave six-year-old Joshua Liddell's greatest wish was to ride in a fire truck. His wish came true in early November when the NT Fire and Rescue Service drove him from hospital to the Darwin International Airport.

Joshua was flown to Adelaide for a medical procedure to remove his left foot and add to the many operations he's already had.

The cheery youngster was born with his right arm shortened above the elbow, no ring finger and the big right toe missing.

Joshua and parents Mark and

Tara Liddell and his two brothers, escorted him into the Qantas terminal where he was presented with a model fire truck and fireman's cap by NTFRS Director Bruce Mouatt.

"NTFRS officers have been following Joshua's progress and they jumped at the opportunity to fill the dream of a very brave little boy - it has been rewarding for everyone," he said.

"Joshua had coped wonderfully well, despite the setbacks and our sincere wishes for a quick recovery go with him and his family as they embark on their latest challenge."

"We trust he'll be back in Darwin soon and resume the school lessons that he loves, despite being confined to a hospital bed," Mr Mouatt said.



New Pilatus takes to the southern skies

NT Police Airwing took receipt of its second Pilatus PC-12 in September at a ceremony in Alice Springs attended by Chief Minister Clare Martin and Police Commissioner Paul White.

The \$2.3 million plane replaces the aging Piper Navajo, which, after 22 years service, was becoming expensive to maintain.

Southern Region Commander

Gary Manison said one of the major advantages with the Pilatus was its ability to carry more people and get to its destination faster.

"This will certainly improve policing in the Southern Region, especially given the vast distances we have to cover. The introduction of this plane will represent huge time savings and will free up police.

"This is especially true in the case of

prisoner escorts. It means we have the capacity to fly more prisoners, getting them to where they need to go more quickly and freeing up members who would otherwise be needed to do prisoner transfers by road."

Cmdr Manison said because of the additional seating capacity in the new plane police would also be able to respond to incidents in remote areas more quickly and with more members.

"The old plane could carry about three or four passengers. We can now carry up to nine passengers – or up to six fully-equipped Territory Response Section officers."

Cmdr Manison said the advent of the new plane was timely, especially in light of the new police station at Kintore which was the most remote station in the Southern Region.



L to R: Chief Pilot Greg Imlay, Chief Minister Clare Martin and Cmdr Gary Manison

Vale Joyce Williamson - a true neighbour

by Steve Heyworth and Rod Strong

Joyce Williamson was always community minded. She was the epitome of a good neighbour, always willing to lend a hand and make a contribution to make the community a better place to live in.

Born in Goomeri, Queensland on 11 May 1933, Joyce spent part of her working life in the Royal Australian Navy as a morse code operator.

Upon retirement, she became an active participant in the Neighbourhood Watch (NHW) program. In 1990, Joyce became a Zone Coordinator for the Anula NHW and served until her passing on 22 October 2004.

Joyce volunteered in the NHW section of the Crime Prevention Unit for nine years. One of her major achievements was developing

and refining the NHW database which is the envy of all other NHW jurisdictions. Her last community service was at the Public Safety Expo in August 2004, where she helped staff at the NHW display.

At the 2003 NHW Annual General Meeting, Joyce was awarded the inaugural Neighbourhood Watch "Service Before Self" award. This award has now been renamed the "Joyce Williamson Service Before Self Award" in her honour.

Joyce was a crossword guru often winning national competitions. She developed "Williamson's Words" that became a regular feature of the NHW magazines and newsletters. Her crosswords were focussed on crime prevention issues and designed to get people thinking about their safety.



Joyce had bravely battled cancer for several years, never complaining and always determined to return home to Darwin. Her funeral was attended by a large gathering of friends, family, NHW officials, neighbours and police officers, including the Deputy Commissioner Bruce Wernham.

She will be sadly missed and fondly remembered.

Tasking and Coordination Groups (TCG)

On 18 February 2004, the new Core Structures of the Northern Territory Police Force were implemented. A vital part of the new structures is the 'Tasking and Coordination Group' (TCG) meetings introduced in all Operational Service Divisions (OSDs) across the Territory.

These meetings were formed to enhance the concepts of Intelligence Led and Problem Solving models of policing, under an integrated management model based on those used in the United Kingdom and other Australian agencies. The underlying principle is to give responsibility and accountability for a geographical area to one local manager. In the past, when crime occurred in one area, different managers were involved from areas including Crime Command, Operations Command and other involved parties. Now, the Operational Service Division (OSD) Superintendent or Operational Service Region (OSR) Commander has responsibility for all aspects of policing in their area from response

to pro-active measures.

All participants from these areas face the same problems and use TCGs as a mechanism to communicate and identify ways to deal with these problems. It is a one-stop approach to combating crime and promotes ownership of all crime reduction in the area. It involves the effective and efficient use of resources and information in a focused and coordinated way.

OSDs hold a TCG daily in most areas and less frequently in other remote areas lasting approximately between 20-30 minutes. OSR's hold a weekly TCG with a more strategic focus that lasts approximately one hour.

TCGs are clearly producing results. In a recent spate of unlawful entries in the Darwin suburb of Larrakeyah, it was clearly identified that one group of the community was committing a high number of offences (8-10 per week). Targeted Police patrols and effective

deployment of resources saw the number of offences halve in one month with offenders arrested.

Senior Sergeant Gary Turnbull said that Police are 'winning on a daily basis'. He sees the TCG meetings not only as a vehicle to communicate more effectively but also as a tool to select what to focus on and how to get results that are visible to all members.

TCGs are a valuable and important approach to dealing with crime, disorder and traffic problems. Pro-actively using crime scene examiners with detectives in the same command as uniform Police allows local ownership of problems and ensures that responsibility for issues are devolved to the local area managers.

For any further information regarding TCGs please visit the Continuous Improvement Program Intranet site or contact the Continuous Improvement Program, Darwin by telephone on 8922 3323.

Operational Performance Reviews (OPRs)

The Northern Territory Police Force has adopted a new performance management process to measure and improve the ongoing performance of the organisation.

Operational Performance Reviews, or OPRs, first originated in New York in 1994 and have since been introduced in each Australian police jurisdiction under different names and modelled to suit their individual needs.

Under the "Northern Territory Police Purpose and Direction Strategy" and the "Review of NT Police Core Structures", OPRs have been introduced to evaluate the performance of all Commands and Operational Service Regions (OSRs) against a common set of performance indicators along with measures unique to the region or location. The OPRs will "effectively measure, evaluate and continually improve operational performance within the Northern Territory Police".

The process is conducted in an open, consultative forum where

outcomes and results are examined to identify successes, issues, areas for improvement and solutions. Internal and external issues affecting the Command/OSR are identified and discussed with strategies and targets examined.

Importantly, the forum fosters a team approach to problem solving and includes highlighting achievements and recognition of good efforts at all levels.

Commander Graham Waite from Strategic Planning Command said in many ways, the OPRs assist in applying the intelligence led approach by analysing performance of the OSR/Command in preventing and reducing crime.

The OPRs also assist other areas in the organisation such as Human Resource Services Command and

Corporate Services Command to measure and evaluate their performance under the Northern Territory Police Business Plan.

OPRs also provide a forum for the exchange of information between Stations, Divisions and Regions, improving current practices and providing an opportunity for the two-way flow of knowledge.

The Greater Darwin OSR was the first Region to be reviewed through the OPR process in October. An OPR forum has recently been held in the Katherine and Northern Operational Service Region.

Other forums will soon be held for the Alice Springs and Southern Operational Service Region, Crime and Support Command, Corporate Services Command and Human Resource Services Command.



Australasian Centre for Policing Research

The Australasian Centre for Policing Research (ACPR), located in Adelaide, was established as a National Common Police Service in 1983.

The ACPR coordinates and undertakes research on behalf of policing agencies within Australia and New Zealand. The current establishment of 15 staff members is often supplemented with secondments from participating jurisdictions to ensure that cutting-edge, operational experience and knowledge is available to any particular project. The current Director of the Centre is Commander Barbara Etter of the NT Police. Barbara has been the Director, on secondment, since March 1999. Commissioner Paul White took over as Chair in June 2004.

The focus of ACPR activities is on continual improvement in the management and operations of police organisations. Accordingly, the ACPR is involved in a wide range of research, policy, and coordination

activities in a number of areas including general policing issues, technology, strategic planning, and drugs.

The general research portfolio covers much of the core research undertaken by the ACPR, providing a breadth of research on issues impacting on Australasian policing. Examples of current research topics include: national guidelines on incident management, conflict resolution, and use of force; civil litigation against police; workplace bullying; and psychological screening for corruption.

ACPR technology research examines best practice use of technologies by police and considers the implications of use of technologies by criminals and individuals within the broader community.

Identity crime is an important emerging issue in Australia. The ACPR plays a major role in this area, chairing both the Police Commissioners' Australasian Identity Crime Working Party and

the Australasian Police Ministers' Task Force on Identity Crime.

The ACPR also provides secretariat support for the Commissioners' Drugs Committee (CDC) and the National Drug Law Enforcement Research Fund (NDLERF), assisting both the strategic approach to illicit drug issues and the coordination of funding for research in areas of priority for drug law enforcement.

In addition, the Centre takes a key role in the management of national/Australasian initiatives such as management of the conduct of the National Survey of Community Satisfaction with Policing and the preparation of the National Supply Reduction Strategy for Illicit Drugs and the Directions in Australasian Policing document.

To obtain further information about the ACPR or the APRD, please visit the ACPR website at <http://www.acpr.gov.au>. You can also contact the ACPR via email at info@acpr.gov.au or by phone on (08) 8363 3033.

BLUE LIGHT DISCO HITS THE ROAD

The Blue Light Disco will travel more than 2 500 kilometres and visit eight communities and towns in nine days when it hits the road during December.

NT Blue Light Disco coordinator Neil Moy, Darwin DJ Kevin Jacobsson and 15-year-old Keenan Moy leave Darwin on 13 December for the

third "Outback Tour".

The disco will pump out the music at Katherine, Binjari, Timber Creek, Yarralin, Mataranka, Beswick, Pine Creek and Jabiru on this year's tour.

The "Outback Tour" was the brainchild of retired member Allan Mitchell, who conducted highly successful tours in 2002 and 2003.

Partial funding for the tour was received through the 2004-05 Youth Grants Program from the Office of Youth Affairs, with several communities and towns also making contributions to make the tour a reality.

Independent Grocers



donated some give-aways for the tour, while NT Police has provided a vehicle and trailer.

"It's a great opportunity for Blue Light to travel to some of our remote communities and stage discos - for a few of them, it is the only entertainment they have seen," Constable Moy said.



ACPOs hit their new community beat

Seven Aboriginal Community Police Officers completed the first ACPO training course to be held in Central Australia in July this year.

The decision to hold the eight week course in Alice Springs was made to encourage Aboriginal people to complete the training by offering it in a more familiar environment.

Course trainer Sergeant Michael Moss said the course, which is usually held in Darwin, was moved to Alice Springs after feedback from earlier participants that being away from family and in an unfamiliar environment brought with it its own difficulties for most trainees.

As all of the seven who completed the course were to be stationed in Central Australian it also enabled them to become familiar with their work environment as they trained.

Four of these recruits were from Darwin, two from Queensland and one from Alice Springs.

Danielle Carter, 23, from Darwin was the course dux and was posted to

Tennant Creek where she had family connections. Before becoming an ACPO she worked as a public service administrative officer.

Another Darwinite, Anthony Ah Kit, 23, was also posted to Tennant Creek. He won the physical training award.

The other five recruits all took up their postings in Alice Springs. Sari Bathern, 25, was a cook at Docker River before being recruited as an ACPO.

Dean Chisholm, 34, was from Yepoon before joining, but had lived in the Territory previously. He is studying business at university.

Jason Everingham, 27, was employed as a restaurant supervisor before joining up and has also been a member of NORFORCE since 2001.

Robyn Parker, 47, moved to Tennant Creek from Queensland before joining. She is now posted to Alice Springs.



And Rodney Singh, 31, was formerly an irrigation technician for Darwin City Council before deciding on his new career.

The new ACPOs graduated at a formal ceremony held at the Alice Springs Convention Centre.

Preparing for a cyclone

Territorians in the Top End should be prepared in advance for a cyclone, not wait until the threat of the cyclone appears.

That was the message from the Northern Territory Emergency Services as the Top End prepares for the annual cyclone season.

NTES invited media directors and managers from media organisations to a detailed media briefing in early October.

The briefing was held at the Joint Emergency Operations Centre at the Peter McAulay Centre and outlined policies and procedures regarding the issues of cyclone warnings and watches.

Later this month, Patrick Horner from NTES and a representative of the Bureau of Meteorology will visit remote communities to

spread the cyclone safety message.

"It has become something of an annual event for us and I believe it is a very worthy exercise," Mr Horner said.

At the briefing in October, NTES Assistant Director Mike Bowman told the media that cyclones are unpredictable but the community needs to be assured that there is a system in place that will give them considerable warning.

"The media play an important role in getting the right messages across and not unduly alarming people," Mr Bowman said.

"However, it is prudent to be prepared and not wait until the last moment before a cyclone, or even the effects of a tropical storm featuring high winds and considerable rain, hits the Top End."

NTES marked National Emergency Services Awareness Week last month with a display at Casuarina Square and recruitment drive.

"We have 33 Units throughout the Territory and they can be called on to perform a wide range of essential services, from assistance at remote road crashes and land searches for missing people to cleaning up storm damage and providing a wide range of other rescue services," Mr Bowman said.

"Our volunteers are given extensive training and support to ensure that, whatever the situation, they are ready."

Anyone over the age of 18 can apply to join NTES and younger people can apply to become a Cadet member attached to main area units.



BLUE LIGHT TAXI A HIT

It's early in the morning in Darwin's northern suburbs and a group of juveniles is huddled in a laneway, missiles in hand.

They're waiting for a victim.

A car passes and is showered with rocks, cans, bags of rubbish or anything else lying around the area.

Police are called but it's too late, the juveniles are long gone - and possibly waiting in another laneway for another target.

It's an issue that has frustrated police everywhere for years - and finding workable methods of catching offenders in the act has always been at the heart of the issue.

But the apprehension of a 15-year-old at Casuarina in late September showed that by thinking outside the square, there are effective - yet very simple - solutions to most issues.

Casuarina Police received several reports of a group of about 15 juveniles throwing rocks and other objects at taxis travelling along Trower Road, near Casuarina Square.

As a result, an officer hid in a laneway in the area and two others were stationed in a back street then two officers flagged down a taxi near the intersection of Rothdale and Trower roads at about 2.30 am.

The officers told the driver to take them to Casuarina and as the taxi neared the Shell service station, a group of 15 juveniles ran onto the road and began throwing rocks at it.

The officers jumped out of the taxi and the juveniles dispersed. One was caught in a back yard after a pursuit over several fences and several others identified and later charged.

Tickled pink at the success of the simple exercise, members had a "what if" session and as a result,

Casuarina OIC Senior Sergeant Mick Read approached Darwin Radio Taxis owner Colin Beaumont to see if there were any taxis available for police use.

Taxi fleet owner Terry Pachos came to the party, lending - free of charge - a fully operational taxi to Casuarina members for a three-week trial period.

Members did not patrol in the taxi, instead choosing to use it sparingly. But according to Snr Sgt Read, the strategy had a major impact on the habits of juveniles in the area, especially after further arrests emanating from the use of the "blue light taxi".

"Unfortunately, rock throwing is difficult to police because it is hard to catch the offenders in the act and they know their escape routes well," Snr Sgt Read said.

Snr Sgt Read said police were extremely grateful for the assistance of the taxi industry in this and other incidents.

"There is no doubt that taxi drivers play a role in our efforts to tackle crime around the suburbs," Snr Sgt Read said.

"For us, it's like having an extra 70 to 80 sets of eyes around all the time - reports from drivers are usually timely and give us the opportunity to get on top of a problem before it escalates.

"The drivers have also provided invaluable assistance in the past with things like being on the lookout for stolen vehicles and police enjoy an excellent working relationship with taxi dispatchers.

"Using taxis as de facto police vehicles has been a highly successful operation and as simple as it is, was the result of some excellent police work combined with outstanding support from the taxi industry."

My husband and I, together with eight other people, were passengers on a Heron Air Tour which departed Sydney on 26 July, 2004 for Northern Australia.

Unfortunately, on 3 August due to engine failure our pilot was forced to make a landing on the Tanami Highway, some 30km from Yuendumu.

This letter is written in praise of the actions taken by police at Yuendumu.

They very efficiently took charge of the situation and organised for the plane to be moved to the side of the road to enable the considerable back-up of traffic to proceed. Our baggage was placed in their vehicle and they organised for another government vehicle to take us to the Police Station.

There they made us very welcome with coffee/tea while we waited for an aircraft to arrive from Alice Springs.

I did not make a note of their names but the male and female officers are a credit to you.

**(Mrs) Joy Johnston
Killarney Heights, NSW**

The Criminal Investigation Department (CID) of the Singapore Police Force held the 2004 Forensic Conference on 14 July 2004. The conference was focused on creating awareness of DNA and DNA database as a forensic tool to aid investigation.

We were indeed very grateful that you have taken time off (from) your busy schedule to share with the participants your knowledge and expertise in the field of DNA and DNA database.

I am pleased to inform you that the conference lecture series were very well received and this would not have been possible without contribution.

Continued on page 15

MARLUS PUT UP A GOOD FIGHT

by Brett Wrenn

Brilliant sunshine with a very warm 31 degrees greeted the teams on day one, before heading to St Johns Oval, Charlestown for the start of the 5th National Police Rugby League Championships.

In the developing pool, Northern Territory played Victoria, with the boys from the outback winning 28 to 20. Tries went to Ian Kemon, Steve Sutton, Jason Hastie Andrew Wright, while Shane Munt Sutton kicked four goals.

Game two saw what the experts are saying was the best of Police Rugby League when Northern Territory played Western Australia.

At half time, the NT was leading 22-4 but WA fought their way back into the game. With two minutes to go, WA scored a try which put them four points adrift with the clock winding down. After scoring the try WA decided to forego the conversion kick in an attempt to win the game.

NT kicked off and with the last play, WA scored in the corner which equalled the scores at 26 each. It was then up to WA's Matt Aitkin to convert for the win. Matt placed the ball in the old way to toe kick it, and the crowd was silent as the ball sailed over the black dot for an historic win.

The WA side went into celebration mode whilst the NT side could only lament about the one that got away.

In the plate qualifier, a combined developing States team (including the NT) took on the NSW Barbarians. The combined States put up a good fight but the Barbarians won the match 32-2.

There were a lot of positives to come out of the championships and a few things we need to look at to further improve for Alice Springs in 2006 when the Northern Territory play host.

Next year, the NT will be hosting a developing State carnival format to

be played in Alice Springs. This will include a round robin event with teams from Victoria WA and ACT. This will be a great warm up for the Australian Championships. Last time it was played in the Territory we won the carnival. We will be hoping for the same result next time.

The Marlus would like to thank the following for their continued support:

- XXXX Castlemaine Perkins (Patrick Donohue and Jamie Williams),
- Neata Glass (Max Klien)
- Isabets (Mark Read)
- Wizard Home Loans (Dick Grant)



Let the Games begin

The ANZPES Games will be held in Adelaide from Saturday 9 April to Saturday 16 April 2005.

It is anticipated the Games will attract approximately 2500 competitors from Australia, New Zealand and Asia Pacific.

The Games will offer 50 sporting events and provide an opportunity to build camaraderie and promote healthy living between law enforcement and emergency service agencies.

The 2005 ANZPES Games, with the theme 'prepare to take on the world', will provide the ideal preparation for the 2007 World Police and Fire Games.

ANZPES Games Executive Officer, Senior Sergeant Allan Vilcins said the eight days of competition will provide great sportsmanship and fun.



"Whatever your sport, we are not looking for world champions. We encourage you to be active, be healthy and be a part of the Games."

Visit the ANZPES Games website www.anzpolicegames.asn.au for up to date information. Alternatively, call the Games office on telephone 08 8226 2688 or e-mail sapol.anzpolicegames@police.sa.gov.au.

We thank you once again for the time and effort taken to deliver your lecture at the CID Forensic Conference 2004.

We look forward to more opportunities for co-operation and collaboration in the future.

Sac Ng Seng Liang
Director
Criminal Investigation Dept
Singapore Police Force

Please find attached findings in relation to the death of Frank Wynbyne, who died in Katherine on 19 March 2004.

I am forwarding them to you as I have commended the actions of Aboriginal Community Police Officer Katie Young, who attempted to save the life of the deceased in difficult circumstances.

ACPO Young, whilst off duty, assessed the situation, called for assistance, and then commenced CPR until St John Ambulance arrived some time later. All of this was conducted in a somewhat hostile and drunken environment, where her calls for assistance from others present at the time were ignored.

As I have conducted in my findings, she is to be commended for her actions.

Elizabeth Morris
Deputy Coroner

I would like to thank Supt Peter Gordon for acting so quickly on a concern I had raised with him about staff, parents and taxis parking illegally outside Holy Spirit School and speeding on that stretch of road.

I raised my concern with Supt Gordon on Monday 16 August and on Wednesday 18 August, I saw four police vehicles patrolling the area. Today I saw two vehicles illegally park/stand on the yellow lines at the Gsell Street crossing, a blue 4WD.

Everyday, a taxi drops these kids off at school at about 7.40 am and everyday it stops on the yellow lines of the crossing. I will be making a complaint to the taxi company about the taxi's dropping passengers off in

an inappropriate place at the school. In my opinion, unmarked police cars would be more discrete in trying to catch people who would normally illegally park/stand on the school crossing.

I also recognise that once the staff and parents see a police presence at the school on occasion, they will keep it in mind to be a little more careful. I know the police force does the best it can with the resources it has and you all do a fantastic job and your efforts are very much appreciated. Keep up the great work and I hope to see more of you in the Holy Spirit School area. Thank you very much!

Tracey Burke

On behalf of the Board of the Australian Hotels Association (NT Branch), I would like to thank the Northern Territory Police for their ongoing support and communication with licensees in the Mitchell Street area.

As you would be aware, the AHA currently facilitates monthly meetings between Police and licensees around Mitchell Street. The meetings are also attended by liquor inspectors from the Department of Racing, Gaming and Licensing.

The feedback from these meetings has been tremendously productive both in assisting licensees to address any concerns from the Police and in informing the Police of any issues from licensees or security.

The industry has held concerns for some time about the ever increasing youth related problems in and around licensed premises, particularly late at night at closing times. The proactive efforts of the Police, especially the city safe officers, appears to have addressed this problem.

Your city safe officers have conducted a large number of "on premise" patrols and both our members and their staff are commenting on the positive impact it is having when staff are forced to deal with troublesome patrons.

It was particularly pleasing to note that at our last meeting, the Police

had no major issues of concern to raise and commented on the lack of anti-social behaviour within the Darwin CBD.

In the midst of the peak tourist season, and what has been an exceptionally busy time for the hospitality industry, this positive feedback can certainly be attributed, in part, to the great working relationship between police and licensees.

Maintaining an open and supportive relationship between the Police and licensees is certainly very beneficial to both parties and the AHA looks forward to continuing this positive relationship.

Sally Fielke
Executive Director

On behalf of the senior indigenous students of St John's College, I would like to extend our gratitude to the NT Police Department for their ongoing assistance and support.

In particular, last term, Senior Constable Jenny Roe, who is the school based constable at St John's College organised for ACPO Bernie Devine, ACPO John Morrison, ACPO Ruth Heize, ACPO Brendan Monk, ACPO Alberto Cubillo and Indigenous Liaison Officer Keith Bethal to be guest speakers for a careers talk held here at the College.

Approximately 40 students attended and student feedback was positive with many inquiring about the NT Police as a career option days later.

The NT Police members who attended are excellent role models for the students and such an event also serves to consolidate positive public relations between the Northern Territory police and students.

I would also like to extend a big thank-you to Senior-Sergeant Gary Turnbull of the Casuarina Police Office for releasing the ACPOs from regular duties to attend the College.

Christine Latham
Indigenous Education
Coordinator
St John's College



Northern Territory Government