YOUR PAY ROUND
From the negotiating table to the ballot box

MAKING IT COUNT
How crime stats have changed

NO MORE TICKETS?
The driverless car revolution

TOUCH TOURNAMENT
Highlights from Woodend
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Cover: Police Association CEO Heather Verry was part of the Association team that travelled the country addressing members at the pay round ratification meetings during November and December. For the full story, see P5.

Photo: HEATHER MCDONALD
From the President

In the late 1980s, I hitchhiked around South Africa just as apartheid was coming to an end. Dropping me off in Johannesburg after my last ride, the driver asked me to sum up my view on South Africa’s issues. My answer was, “I’m glad my ancestors went to New Zealand and not South Africa, or your problems would be my problems.”

I am reminded of that as I see issues with militant Islamic and other terrorist groups around the world, combined with some serious economic issues such as the Chinese economy, oil, share markets and deflation.

Again, I reflect on just how good this country is. Police are reflective of their country, and my international experience convinces me that we are one of the most effective and efficient police forces in the world, a boast many of our institutions can make.

The key is to recognise why that is and to ensure we do whatever we can to keep it that way. In my view, much of our success is due to the egalitarian nature of the country, where the population gets to mix together pretty well, creating opportunities for all.

But, as police, we here, and overseas, are close observers of the increasing gap between the haves and have-nots. This can be measured in the media and public response to crimes that occur in different parts of the community. A tragic murder in Remuera early in the new year resulted in significant commentary through social and mainstream media, as any such despicable crime should.

I can’t help but reflect on whether a similar murder in one of the lower socioeconomic suburbs would have generated the same degree of response.

We as police will do a professional job investigating such a crime wherever it occurs. But the political support needed to ensure police are properly funded is often aligned to the public’s perception of safety.

It should not take a murder in the nicer part of town for the public to realise how necessary it is to continue to invest in public safety everywhere and for everyone.

That goes back to recognising what is good about New Zealand. And that is that we have traditionally been a fair society to all our citizens. And fairness means ensuring everyone gets the same opportunities, including freedom from crime in their neighbourhood and lives.

If we lose that, we lose our essential point of difference with much of the rest of the world.

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Greg O’Connor
president@policeassn.org.nz

Facebook

“Well done. Who said you can never find a policeman when you need one.”
– Roz Talbot compliments Counties Manukau Constable Jimmy Collins who helped deliver a baby boy on the side of the road in Pakuranga. It was good practice for Jimmy, whose wife is expecting a baby soon.

“You can beat us, stab us and burn our homes down but you won’t break us. Kia kaha to our fallen officer we salute you our best wishes go to you and your whanau. From all us old tired grumpy retired officers.”
– Rob Campbell responds to the stabbing of a police officer in Kaitaia in December.

“Got breath-tested by the nicest officer tonight. It’s the little things that make people happy – like using the person’s name in a sentence and asking how their day was. Made my night, so thanks, officer.”
– Shannon Mackintosh, on a recent roadside encounter.

“In my view, he stands without peer in both the realms of ‘union’ leaders and of ‘good buggers’ and furthermore he’s the only guy I know who wears off-the-rack shoes that will be virtually impossible to fill!”
– Grant Gerken, on Association President Greg O’Connor who is stepping down from the role later this year.

“How many cops does it take to open a blender? Two, as it turns out, and a pair of leather gloves. Two of our Hastings constables had one of their more unusual taskings when a woman came to the public counter because she couldn’t open her NutriBullet and was missing her morning smoothie. First one constable, then another, tried to remove the flask from the base. Then one held the bottom while another twisted the top, but even this concentration of massed muscle power failed to budge the blender. Eventually one of the duo donned his leather gloves and, with the extra grip, the pair were able to free the smoothie… The happy and relieved lady trotted off home with her smoothie in tow. It’s amazing what we get asked to do!”
– Hawke’s Bay Police
IN BRIEF

DISARMING ON HOLD
Norwegian police were on the cusp of returning to being an unarmed service when last November’s terror attacks in Paris forced a rethink. Officers had been “temporarily armed” for the previous 18 months in response to heightened terror threats emerging in Europe, but were due to disarm. That is now on hold and Norwegian Justice Minister Anders Anundsen has been reported as saying the country should consider permanently arming the police. “The question is whether we have entered a general phase where we simply must give up the luxury we’ve had of an unarmed police force,” he told Norwegian Broadcasting.

REPLACEMENTS FOR DIESEL
A Texas not-for-profit group that trains dogs for police duty has donated a trained dog to the French National Police to replace Diesel (pictured), a seven-year-old Belgian shepherd killed during a terror-related police raid in Paris in November. The raid, in which three people were killed, targeted the alleged mastermind of the November attacks that left 130 people dead. French Police posted a picture of Diesel under the Twitter hashtag #JeSuisChien. The new dog is a Belgian malinois called Liberte. Russian police also donated a German shepherd puppy named Dobrynya after a Russian fairytale knight.

NEW YEAR’S HONOUR
Steve Vaughan, known as Jasper, who retired from Police in 2014 as a detective superintendent after a 33-year career, was made an Officer of the New Zealand Order of Merit in the New Year’s honours list for services to Police and the community. The honour was in part as recognition for his role in the success of Operation Austin, a 10-year high-profile criminal investigation of sexual offending within the New Zealand Police during the 1980s, which resulted in a commission of inquiry.

HELP IS ON THE WAY

A new easy way to access help if your vehicle breaks down.

The new Police Welfare Fund Roadside Assist smartphone app enables members with “Full Cover” Police Fire & General insurance on their vehicle to request our free premium roadside assistance in three easy steps.*

Download the app from your Apple or Android app store.

Once you have loaded details about your insured vehicle (the vehicle registration is all that is required), if you have a problem, you just hit “Request Assistance” and a callout is logged.

The phone’s GPS will pick up your location anywhere in New Zealand, which is a great feature considering that 40 per cent of people don’t know where they are when they break down.

The AA will call you back to confirm a job has been logged and send a service provider to help.

The map tab displays the locations of relevant nearby services and the app also links to the Police Association website.

One client who used our PWF Roadside Assist had this to say about the service he received recently.

“I have my vehicle insured through the NZ Police Association as a former Police member and have Roadside Assistance with AA as part of that membership.

“On December 27, for unknown reasons, our battery died on our car. We were parked at Westfield, North Shore, Auckland, in the outdoor car park on a stinking hot day and I had my two kids in tow as well.

“Within 15 minutes, the AA man arrived, diagnosed the issue promptly and charged the battery. Seeing that the battery was a Repco one and was still in its warranty period, he then followed me to the nearest Repco store where he facilitated the immediate replacement of the old battery with a brand new one and also installed it for me.

“From flat battery to brand new battery was all achieved in about 30 minutes... outstanding.”

*For a full description of Police Welfare Fund Roadside Assist visit the Police Fire & General Insurance page at: www.policeassn.org.nz. Trailers, caravans and vehicles with third party insurance are excluded from cover.
DONE AND DUSTED

The Police Employee and Constabulary Collectives are locked in for another three years.

Overwhelming support from members for the proposed Police Employee and Constabulary Collectives brought seven months of negotiations to a satisfactory conclusion at the end of 2015.

The key features of the ratified settlements were:

- A fully backdated settlement with general increases to salary, superannuation and allowances of 2 per cent on 1 July 2015, 2016 and 2017;
- Additional increases to the shift incentive for shift workers;
- Full reimbursement of eye tests for Police employees (up to the stated maximums);
- The retention of CSIs (competency service increments) for another three years;
- And a working party to explore remuneration structures after 2018.

The settlement reflected the value of a solid strategy that was based on an earlier survey of members, significant research and preparation, as well as ongoing advice and guidance from the elected pay advisors.

Although the collectives were overwhelmingly endorsed by members who voted (97 per cent for Police employees and 98 per cent for the constabulary), the actual number of votes cast (2900) was still cause for concern.

The full trial of electronic voting in Southern and Waikato Districts will be analysed and reported back to Conference this year, but, at first glance, it doesn’t appear to have resulted in a significant increase in overall votes.

What was especially pleasing was the recruitment of more than 160 new members to the Association, the vast majority of whom are Police employees. The membership of these employees is very welcome and, like existing members, they will receive direct and indirect benefits from their membership.

The Police Association now has close to 11,500 serving members including more than 70 per cent of senior managers.

Barring an unforeseen problem, Police Association members, including those who signed up before Christmas, will begin receiving their first 2 per cent increase, including back pay, on the Police pay day of February 10.

Members can access copies of the collectives through the HR section of the Police intranet. The Police Association’s website has answers to common questions on collective agreements.

If members feel that, even after approaching Police, they are not receiving something they are entitled to under the collective, they should, in the first instance, contact an Association representative. The representative will either assist or refer the query to a field officer or the Association’s National Office. Contact details for your local representatives can be found on your profile page after you have logged into the Association website, www.policeassn.org.nz.

PAY ROUND TIMELINE

**November-December 2014** – Survey of all members on what they saw as priorities for the pay round, including their views on service-based pay versus performance pay.

**February-April 2015** – 14 Police employee and constabulary pay advisers, elected by members from throughout the country, meet negotiators at the Association’s National Office to be briefed on the draft strategy and claim. Feedback received and incorporated.

**April** – Mediator and Arbitrator (in case of no resolution for constabulary negotiations) appointed by the Association and NZ Police.

**May** – Negotiations begin, at the earliest date allowed by legislation, two months before expiry of the collectives. Police Association and Police negotiators outline their claims and clawbacks.

**July** – Both collectives “expire”, but terms and conditions continue to apply as per the Employment Relations Act 2000.

**July-November** – Negotiations ongoing in various forms and forums (formal sessions with Arbitrator observing, full negotiating teams present, shortened teams, working sessions on specific claims, etc).

**November** – Proposed settlements are reached for both collectives with Police and signed off by Cabinet. Proposed settlements subject to ratification by Association members.

**November-December** – 135 ratification meetings held, including electronic voting trialled in Southern and Waikato Police districts.

**December 16** – Proposed settlements ratified by constabulary members and Police employees (98 per cent and 97 per cent respectively), well above the 50 per cent plus one threshold.

**February 10, 2016** – Payment of the first two adjustments to salary, superannuation and allowances, including back pay to July 1, 2015.

**July 1, 2016** – Effective date of second 2 per cent increase to salary, superannuation and allowances.

**July 1, 2017** – Effective date of third 2 per cent increase to salary, superannuation and allowances.

**July 1, 2018** – Collectives expire.
There’s a new way of thinking about crime statistics in New Zealand. It’s no longer just a case of what’s up and what’s down, or handing out percentage figures of total crime each year. In fact, it’s so different, some Police staff are scratching their heads about what it all means.

Police’s chief data scientist Gavin Knight accepts it’s going to take time to bed in with staff, and the public, but he predicts that the benefits will soon become apparent, including having a more complete picture of crime in New Zealand.

He and the rest of Police previously worked under the old system that dated back to 1978, when the whole justice sector relied on the national Law Enforcement System (LES), aka the Wanganui computer, which produced electronic data based on paper files.

Other agencies gradually moved to more modern systems, but Police hung on till 2005 when LES was switched off and NIA (National Intelligence Application) stepped into the breach.

Police and the public have been used to the six-monthly reporting of crime stats, when there would be a flurry of media attention noting year-on-year comparisons, rises and falls, and which crimes we should be more worried about.

People liked the old stats because they were simple and could be used as a yardstick for police performance.

The problem, however, was that they omitted a lot of information needed by policy analysts and organisations that Police work with and they also contained technical limitations.

The rethink on stats that is now in place had its origins in a multi-agency review by Statistics New Zealand in 2009 aimed at plugging some gaps in available statistical information, and bringing transparency to the public sector. It handed down several recommendations to Police, including the No 1 priority of shifting the focus of the crime statistics from offences to victims.

In 2014, Police ‘retired’ the old crime statistics series and created new data sets based primarily on crime victimisations.

Dr Knight is a champion of the new regime – not surprising considering he and his team have spent the past five years nursing it into being.
Fundamental differences

The old and new crime stats are fundamentally different. An important distinction to be aware of in understanding the changes is this: the way data is recorded has not altered, but the way the data is counted has. The emphasis now is on counting victims and offenders, not offences and apprehensions.

So, instead of counting offences, the new crime statistics count victimisations – instances of people (or organisations) being victimised. They also count individual victims and offenders and give greater insights into repeat victimisation and offending.

The new stats are not comparable with the old stats, Dr Knight says, because they are completely new. They do not provide total crime figures, but rather whether the number of victims is going up or down.

From a data quality perspective, Dr Knight says there were several weaknesses in the old system, many of which were identified by Statistics New Zealand in its review.

“The broad-brush approach of the old system satisfied the need for simple stats, but hid a multitude of problems that meant the data was really not giving an accurate picture of crime in New Zealand,” he says.

The old crime stats captured only crimes for which police had written out a full offence report, which meant there was no data on the many crimes that police dealt with at the scene. They were still a crime, but were not reported in the crime statistics.

The way the old stats were counted was also affected by variations in recording practices, which differed from station to station and district to district.

The previous stats undercounted some types of crime more than others. For example, Dr Knight says, minor offences dealt with at the scene and serious crimes requiring long investigations were undercounted more than crimes such as theft and burglary.

‘Also, not only were many cases not counted, but those that were did not contain enough information to help Police deliver the right service to victims,” Dr Knight says. “There was no information about victims and not much useful information about family violence.”

One important limitation of the old system, he says, was that the crime statistics missed cases that fell outside the reporting period. Cases that occurred within one timeframe but were not reported until another timeframe had started were not included in either set of figures.

Also, cases that were recorded in the period but that were not solved until after the end of the period were reported as unresolved. This particularly affected resolution rates for serious crimes that typically require long investigations, such as homicide and rape.

“And police didn’t get the credit for solving those cases,” Dr Knight says. *Continues next page*
How it works now

There are two new data sets that “put people at the centre of the count, rather than the number of offences and apprehensions” (that information is still recorded but not counted in the new data sets).

The first new data set is Recorded Crime Victims Statistics (RCVS), rolled out in November 2014. In May 2015 it was joined by the Recorded Crime Offenders Statistics (RCOS) data set.

Both sets are updated on the last working day of each month and can be viewed at stats.govt.nz.

RCVS gives detailed demographic information about age, gender, ethnicity and the relationship between victims and offenders (the preferred method for producing meaningful family violence stats). RCOS gives the same information about offenders.

The new counting method also identifies “unique” victims and unique offenders within a 12-month period (classified by the most serious offence against that victim, or by that offender). This data set shows how many people in New Zealand are victimised, and how many people police deal with each year for committing crimes.

From crime victimisation surveys, Police knows that 3 per cent of the population account for more than half of all victimisations nationwide. Dr Knight says that with RCVS, Police can now drill into victimisation data in more detail to understand precisely which subsets of the population are most affected by different types of crime. “This provides invaluable insights that help Police target our strategies and resources.”

“Unique” offenders are also counted, which reveals how many individual offenders there are in the country, and how many offenders Police deal with multiple times during a year. “This creates a crime risk profile for New Zealand,” he says.

Instances of police “proceeding” against an offender are also counted. This measure involves counting a person once on each day they are proceeded against by police, whether by court or non-court action.

The victim statistics do not include fraud, disorder, threats or drug crime, either because there is usually no clear victim or it is difficult for police to record victims for these types of crime consistently. All types of crime, however, appear in the offender statistics.

A picture of crime

Although some Police staff are concerned that there will now be no obvious record of clearance rates, Dr Knight points out that the crime stats are intended to provide a picture of crime in New Zealand rather than a performance measure for Police.

However, he says, “RCOS does report the ‘Outcome of Investigation’, so it is possible to use those statistics to find information about how many victimisations result in police catching offenders.”

Other observers fear that a changed system may be able in some way to hide the true story of crime trends. Not surprisingly, Dr Knight contends that RCVS reduces the potential for that and, actually, as per its mandate, will make crime trends more transparent in three ways. It will:

• include crimes that police deal with on initial attendance at the scene;
• publish reported victimisations where police determine no crime occurred (although they are not recorded as crimes in the data); and
• exclude crimes that are typically detected as a result of proactive actions, rather than reporting by the victims (eg, drugs and public order offences).

“It gives us an overview of the real crime story in this country as opposed to the old statistics which could give a distorted picture of trends in society.” As an example of that distortion, he cites the bylaws related to liquor ban breaches.

Some Police staff are concerned that there will now be no obvious record of clearance rates. Dr Knight’s response is that the crime stats are intended to provide a picture of crime in New Zealand rather than a performance measure for Police.

In the early 2000s, breaching a liquor ban became a criminal offence.

As a consequence, total crime figures went up. Not long after, the Sale and Supply of Alcohol Act was amended, making liquor ban breaches an infringement notice only. The result was that total crime appeared to have gone down. Overall crime trends were obscured by a statistical blip.

“Crime could track up and down in a way that did not reflect the true crime picture because the data was so sensitive to any changes in either legislation (ie, the liquor ban breach example) or police practice,” he says.

“If police decided to be very proactive with drug and disorder crimes – for example,
Now, as far as monitoring crime goes, it will now be tracked in terms of whether the number of victims and offenders go up and down, not the number of offences or apprehensions.

conducting more operations on Wellington’s Courtenay Place on a Friday night – it looked like crime was going up. If police were not so proactive, it looked like it was going down.”

Police actually ended up feeling a little penalised because they were caught between the drive for better public service targets (BPS) – the push to get crime down – and proactive crime detection.

“Statistically, total crime figures gave a distorted view of actual trends and also created a disincentive to good policing,” Dr Knight says.

The new system recognises that total crime measures can be distorted, he says.

“All systems have flaws and weaknesses. We have to prioritise the important bits and that’s not just watching to see if total crime figures go up or down. We have to remove as many of the distortions in the figures as we can to create a stable picture of the trends in New Zealand.”

Improving service

As far as the downstream benefits go, Dr Knight says it’s also about improving services to the community.

He gives this example: when the data sets for sexual assault on females aged 10-19 are broken down they reveal that in the 10-14 age group Maori girls are over-represented as being victimised by family members. However, in the 15-19 age group Maori are less over-represented, and the offenders are more likely to be non-family members who are known to the victim. “With information like that we can target victim intervention strategies to protect young women in both family and non-family situations.”

The timeliness of the new system also increases the value of the data, he says, “because the world hasn’t had time to change or move on by the time you see it”.

The most significant change, Dr Knight says, is that Police statistics now report victims of crime. “Previously, in a case of GBH (grevious bodily harm) we knew statistically that an assault had occurred, but not who had been assaulted.”

That change goes to the heart of Police’s Prevention First focus. As far as monitoring crime goes, it will now be tracked in terms of whether the number of victims and offenders go up and down, not the number of offences or apprehensions.

The new stats are more robust and aligned with international best practice, he says.

“It will take a while to get used to the new system. It doesn’t change operational procedures, but it will produce better policy,” Dr Knight says. “The prime drivers are to make the statistics more useful and transparent, enabling Police to deliver better services to victims and offenders.”

– ELLEN BROOK

What do you think about the changes to the way crime statistics are produced?
Email editor@policeassn.org.nz.
GET PROPERTY INFO ON THE GO

ANZ has partnered with QV to bring you New Zealand’s first truly independent property app – QV homeguide.

The app is designed to help you find property information when you are out and about, whether buying, selling or simply viewing a home.

Free to download, QV homeguide provides access to independent and authoritative information on any home in New Zealand.

Leading edge smartphone technology enables users to experience Augmented Reality. By pointing their phone at a house Kiwis can obtain key information about that home through the app.

Using the latest data and current ANZ mortgage rates, QV homeguide is one of the few apps in the market that provides an indication on what that property is worth today and gives key information needed to make informed property decisions right at that moment.

Other features include:

• Latest property data
• Free to install and no registration needed
• Robust indication on what a property is worth today
• Free information on the home and the suburb including:
  • Indicated value
  • Rating value
  • Mortgage repayment amount
  • Sales activity
  • Suburb demographics

QV homeguide is available on iOS and Android. Simply search “QV homeguide” and download the App for free. And, if you’re a Police Welfare Fund member, you can take advantage of discounts on home loan interest rates and other benefits through the Police Home Loan Package.

To find out more, or to register for the Police Home Loan Package, contact ANZ’s dedicated team on 0800 722 524 or visit your nearest branch.

Lending criteria, terms, conditions and fees apply

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

Draw down a new Police Home Loan and be eligible for six months’ free home insurance through the Welfare Fund’s Police Fire & General Insurance*. Members eligible for the free cover should contact our Member Services team on 0800 500 122. You will need a copy of your loan document from ANZ.

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

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

The “holidays” are over and the station cats who work Monday to Friday are back behind their desks. Some of us worked right through the holiday period and soon it will be our time for a bit of a rest.

I trust everyone came through the Christmas period relatively unscathed, although no doubt some of you made right donkeys of yourselves at your work do’s. There’s always one, isn’t there?

Others, through no fault of their own, will have fallen prey to the old police rumour mill, which was in top gear over the festive period. You all know what I’m talking about...

I remember as a kid liking that TV cop show The Bill. I used to love watching DCI Burnside and the rest of the team at their “thief-taking” best. It was good old-fashioned policing, but it started to lose its way for me when they began introducing stupid love triangles. Like the time Dave and Garfield were fighting over Polly, or when Tony Stamp and Jim Carver were fighting over June. I thought it was all so far-fetched and I just wanted them to get back to catching bad guys and saying things like “All right, Sunshine, you’re nicked!”

Then it completely lost its appeal when they blew up the station for the third time. Seriously, that sort of stuff just didn’t happen in real life.

Fast forward 25 years and here I am scratching my head. Taumarunui police had a car drive through their watch house and Palmerston North had theirs shot up by some dickhead with a gun.

And, in a storyline that could be plucked right from The Bill’s Sun Hill Police Station, I hear the latest rumour doing the rounds. Apparently, if you’re friends with a member of the opposite sex at work then that obviously means there’s something more going on. And you immediately become fair game for that rumour mill. I’m tough enough to handle it, of course, and find it pretty entertaining on some levels. Watch out, ladies! But, seriously, it’s really small-minded and don’t we all have enough work to be getting on with? After all, we don’t have the luxury of wrapping up our cases in a half-hour time slot. This is real life.

As I prepare to head off for a few weeks’ well-earned leave, I’ve found myself winding down. I’m just not so motivated to get that formal written statement done or that summons file completed. Surely it can wait until I’m back?

I’m sure I’m not the only one who’s planning to be completely relaxed the second I walk out the door and leave all that crap behind, rumours and all.

For the next few weeks I will have my phone switched off and no boss in the land will find me. I’m heading to Christchurch to see family. I’m sure my uncle will have plenty to say about my writing skills. Thankfully, he won’t read this one until well after I’ve returned home. I can imagine what he’ll say; something along the lines of “Suck it up, Buttercup”.

Take care of yourselves
Constable Iam Keen

To update Iam Keen with information, contact him at iamkeen@policeassn.org.nz

Sometimes, real-life policing feels like an episode of The Bill.
ROAD POLICING REVOLUTION AROUND THE CORNER

The advent of driverless cars is expected to have a major impact on law enforcement around the world.

If self-driving cars become the norm, there will be fewer traffic accidents and fewer infringements of the road rules, particularly speeding, which will mean fewer reasons for a road policing presence.

It could mean the end of the traffic ticket altogether, but that’s just a small part of the self-driving car revolution which could fundamentally alter the way people and goods travel on the road.

Eliminating human error from behind the wheel would dramatically decrease the number of vehicle crashes. A recent report by the McKinsey Global Institute predicts that up to 90 per cent of all traffic accidents would be prevented, which would also radically affect businesses such as insurance and auto repairs.

However, road policing, which accounts for a huge proportion of policing work worldwide, will be one of the areas of employment that will be most at risk.

Driverless cars, programmed to obey all traffic rules and powered by electricity, would automatically eliminate the need for enforcement of traffic violations, from speeding tickets to a dirty smoking exhaust pipe.

It would also put an end to the routine traffic stops that often uncover other crimes, such as outstanding warrants or drugs and weapons, as encounters between police and the public would reduce dramatically with the arrival of the driverless car.

Google, which is at the forefront of the new technology, says that since it began testing autonomous cars in 2009, including more than 3 million kilometres of test driving, the cars have been involved in only 17 accidents, all of which were attributed to other drivers or human intervention.

The driverless vehicles are usually hit from behind in slow-speed crashes by inattentive or aggressive human drivers unaccustomed to robot motorists that always follow the rules and proceed with caution.

Despite their predicted safety record, robotic cars will not be perfect. Issues raised by some transport experts include the fact that the cars struggle in poor weather and have difficulty identifying humans who are near the vehicle.

Ethical questions have also been raised, such as: how can a car choose between running over a pedestrian or potentially getting rear-ended?

The vehicles will have a directive to avoid collisions with objects, but also to stay in their correct lanes. Can one directive override the other and how do you program a computer to choose between the fate of a driver or a pedestrian?

As with many new technologies, the end results are probably unimaginable. That hasn’t stopped the FBI from predicting that the cars could be used as lethal weapons. British newspaper The Guardian reported that the FBI fears that criminals might override safety features to ignore traffic lights and speed limits, or terrorists might program explosive-packed cars to become self-driving bombs.

Although, as some commentators have noted, vehicles are already considered lethal weapons on the road and robot-driven cars don’t speed, drive drunk or send texts while on the road.

The autonomous car revolution could arrive sooner than expected, with several vehicle...
manufacturers, including Toyota and General Motors, producing driverless prototypes. According to Transport Minister Simon Bridges, the first privately owned driverless vehicles could start appearing on New Zealand roads within two years. Last year, Mr Bridges attended the International Transport Forum in Germany, a global think tank for transport policy, and visited the Google X autonomous car facility in California. He said he was keen to see the cars tested in New Zealand.

Although operational road policing needs may disappear in a brave new world of the autonomous car, it won’t be the end legal disputes. The New Zealand Ministry of Transport predicts that autonomous vehicles will present a range of new legal issues, such as who would be at fault in a crash.

A recent *New Yorker* cartoon summed up some of the difficulties we might have with the concept of artificially intelligent cars:

> A police officer steps out of his driverless police car to ask the occupant of another driverless car: “Does your car have any idea why my car pulled it over?”

## WHAT ARE DRIVERLESS VEHICLES?

Autonomous vehicles can “feel” their surroundings with “computer vision” based on sensory input from radar, lidar (light detection and ranging), GPS, odometry and “computer vision”. They will mostly be electric, which has potential to reduce carbon emissions. Vehicle automation can range from full autonomy, where no human intervention is required, to vehicles where human intervention may be required under certain conditions. Different countries and companies are using different terms to describe these new technologies, including “driverless”, “self-driving”, “automated” and “autonomous” vehicles. The Ministry of Transport says that vehicles with less than full autonomy can also contribute towards the goal of having safer vehicles. It refers to the United States National Highway Traffic Safety Administration’s definitions of five levels of vehicle automation.

The following Austroads (austroads.com.au) graphic summarises the US classifications.

---

### LEVELS OF DRIVING AUTOMATION

<table>
<thead>
<tr>
<th>Level 0: No automation</th>
<th>Level 1: Function-specific automation</th>
<th>Level 2: Combined function automation</th>
<th>Level 3: Limited Self-driving automation</th>
<th>Level 4: Full self-driving automation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver in complete and sole control at all times</td>
<td>Involves one or more specific control functions (e.g., stability control, pre-charged brakes)</td>
<td>Involves automation of at least two primary control functions working in unison (e.g., adaptive cruise control in combination with lane centring)</td>
<td>Driver must be available to take over controls</td>
<td>Driver not expected to take control at any time</td>
</tr>
<tr>
<td>NOW</td>
<td>NOW</td>
<td>2017-2019</td>
<td>2020+ ?</td>
<td>2025+ ?</td>
</tr>
</tbody>
</table>

Source: United States National Highway Traffic Safety Administration (Modified)
The cops gathered in the dim, cozy studio. Dressed in gym clothes, they stretched out on dark green yoga mats.

Lie on your back, the instructor said. Get comfy. Focus on your left little toe, he softly intoned. What’s there? How does it feel? He moved on, toe by toe, left foot, then right. How does it feel? Dry? Sore?

The instructor continued slowly, asking participants to focus their minds, and energy, on each body part. If you catch yourself wandering, he said, just acknowledge it. Then bring yourself back to the present.

The class inside the small yoga studio that January day was the first for nearly 20 members of the Hillsboro Police Department in Oregon, United States. They were exploring the practice of mindfulness, learning how to develop inner strength, using meditation to become better cops.

For the past year, the department has offered what is believed to be the United States’ first on-the-job mindfulness training programme for law enforcement. Though the practice represents a radical shift, its creators say mindfulness has the potential to transform law enforcement culture and reinvent community policing.

The idea behind the programme is simple: If cops were more mindful, they would be more resilient, less stressed and better at their jobs.

Mindfulness is the practice of being in the moment – not dwelling on the past, not thinking about the future. It is the non-judgmental exploration of feelings, surroundings and experiences as they happen to heighten clarity and insight, and avoid reacting out of emotion. Studies have linked it to many health benefits, including reduced pain, better concentration and more self-awareness.

The Hillsboro programme aims to build resiliency in a profession that can knock many down.

“Being a cop kills you,” says Hillsboro Police Lieutenant Richard Goerling, who helped develop the programme.

According to a five-year university study, the daily stress of police work places officers at greater risk than the general population of developing a range of physical and mental health ailments. The University at Buffalo researcher – a former cop – who authored the 2012 report linked law enforcement stress to higher levels of sleeplessness, suicide and cancer.

Many groups have turned to mindfulness training and meditation, including US Marines. Mindfulness in the military made the practice more appealing and credible to cops, Hillsboro officers say. Research on pre-deployment Marines who’d undergone mindfulness training showed increased “mind fitness”, resiliency and ability to retain information, according to a 2009 story in Joint Force Quarterly and other news reports.

Still, in a paramilitary profession where toughness is glorified, the idea was a hard sell for some. Acceptance requires redefining the meaning of toughness. Lieutenant Goerling knows that. The programme represents a dramatic evolution in policing, but he believes that mindful cops make better listeners and smarter decisions.

Mindfulness is the practice of being in the moment – not dwelling on the past, not thinking about the future.
The programme is not a fit for all cops. It’s a bit far out for some. They think it’s a ‘little hippie voodoo’.

They are more productive, less judgmental, he says. They show greater empathy and, he contends, will have better interactions with the public.

For decades, law enforcement has focused primarily on the physical strength of its officers. Fitness and wellness translated to push-ups or sit-ups. Largely untouched, Lieutenant Goerling says, were ways officers could strengthen their minds, manage their stress and improve their health holistically.

Cops have repeated exposure to trauma. They respond to drug overdoses, domestic violence, child abuse, car crashes, shootings, suicides. Shift work causes stress, as does internal politics.

People constantly relive the day before. Or plan for the day ahead. Living in the past or future means missing the present.

Mindfulness means paying attention purposely and is rooted in ancient principles often tied to Buddhist practice. Mindfulness withstands judgment, evokes compassion, acceptance and curiosity. It experiences sights, smells and sounds as they happen.

Lieutenant Goerling wants to see those skills in officers. Research, he says, has shown that mindfulness helps with emotion regulation, another crucial component for cops. Self-awareness is important, he says. “We’re human, so to be able to recognise when we’re angry, even on the job and in uniform, is the first step in mitigating that. The awareness of your emotions causes you to pause and make better decisions, which is pretty critical when you think about the kind of work we do.”

Hillsboro’s nine-week training programme began in 2013. About a third of its officers have taken part as well as civilian members of the department.

They were asked a multitude of questions on how they felt before, during and after the course. Cops in the class showed significant improvements in perceived stress. They also showed significant improvement in mindfulness, resiliency, mental health functioning and levels of anger, among other areas.

Mindfulness, of course, will not eliminate officer stress. Nor will it change law enforcement overnight.

“It’s not pixie dust,” Lieutenant Goerling says. “You can’t just spread it around and make everything better.”

Cops will still respond to trauma. See dead bodies. See the same child being abused. Watch the same drug addict relapse. It’s the job. But mindfulness, he says, can bring some positive psychology to the profession. Discussions about officer mental health should not be based solely on trauma or fit-for-duty tests. Promoting resiliency and growth should be part of the conversation.

Traditionally, most psychological support comes after large-scale traumatic incidents. While necessary, Lieutenant Goerling says that approach ignores the idea that standard radio calls and exposure to negativity, day-in and day-out, wear on officers.

The programme is not a fit for all cops. It’s a bit far out for some, he says. They think it’s a “little hippie voodoo”.

Hillsboro officer Stephen Slade, who took the training last year, has heard it. “You get the ‘tee-hees’ and ‘ha-has’ from your peers,” he says. “Like, what are you doing? Big tough SWAT guy going into a room that’s for relaxation and yoga mats.”

But he found it useful.

From what Lieutenant Goerling’s heard, some officers say the training changed their lives. Others aren’t sure. Some say it didn’t help.

The cops closed their eyes at the start of the class. They sat on the green yoga mats and stiff blankets.

They were sergeants, detectives, patrol and school officers. Some were civilians, working in records and code enforcement.

As the class went on, everyone dropped down onto the mats, flat on their backs, and side by side. The instructor asked cops to direct their attention to their little toe on the left foot. As he directed them, toe by toe, left foot, right foot, some people fell asleep. Occasional snoring interrupted the silence that fell between his words.

After the exercise, they shared their feelings. Some were relaxed. Others not at all.

During the next seven weeks, they would continue. They would do sitting meditations. Mindful, gentle exercise. They would choose a mindful activity. Washing their hands. Brushing their teeth. Running. They would try to feel sensations as they were happening. They were learning, through simple tasks, the value of living in the moment.

– REBECCA WOOLINGTON/THE OREGONIAN

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DO YOU WANT TO LEARN MORE ABOUT MINDFULNESS?

Police News has vouchers available for two members, preferably people working for Police, to take part in a four-week introductory workshop on mindfulness and meditation run by Mindfulness Works, worth $95. In return, we’d like to get your feedback and to report on your experience in Police News. To learn more about the workshops, which are held at locations throughout New Zealand, visit mindfulnessworks.co.nz. If you’re interested, email editor@policeasn.org.nz with MINDFULNESS in the subject line, and include your name and contact details. The cut-off date for entries is February 23. The voucher information will be emailed.
The not-for-profit Police Health Plan is the fifth biggest health insurer in New Zealand on the basis of premium income and the sixth largest insurer by number of members (about 32,000).

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

Levels of cover
The Police Health Plan offers quality medical cover, reimbursing costs ranging from GP visits to major surgery.
There are three levels of cover to choose from:
1. Surgical – provides for the costs of surgery only.
2. Basic – covers the cost of surgery and up to 80 per cent of most general medical costs.

What can I claim for?
A wide range of benefits are offered under the Police Health Plan. Some of our benefit maximums increased recently. You can find the complete list of what you can claim for in the Health Plan section of our website, www.policeassn.org.nz. You can also check any exclusions from cover.
The maximum you can claim under each benefit is renewed annually. The benefit year runs from July 1 until June 30.

HOW TO MAKE A CLAIM

Surgical claims
If you’re having surgery, your surgical costs need to be approved by the Police Health Plan before your surgery. You can download a Surgical Approval form from our website: www.policeassn.org.nz/support/forms-documents/health-plan-surgical-approval-form
The form can be emailed, posted or faxed to:
healthplan@policeassn.org.nz
Police Health Plan Ltd,
PO Box 12344, Wellington 6144.
(04) 496 6819

Your surgical approval form needs to be received by Police Health Plan staff at least 10 working days before your surgery.

Medical claims (other than surgery)
Save your receipts for your medical expenses until they total $100. You will need to claim for the expense within 18 months of incurring the cost.
Complete a Medical Claim Form from our website: www.policeassn.org.nz/support/forms-documents/health-plan-medical-claim-form
Send the form and invoices or receipts to us at:
healthplan@policeassn.org.nz
Police Health Plan Ltd,
PO Box 12344, Wellington 6144.
(04) 496 6819

If you are emailing an electronic copy of your claim form and invoices, please ensure they are attached as pdfs or jpegs and are easily readable, or this will delay the processing of your claim.

Once approved, you will generally receive your claim reimbursement within 10 working days.

DID YOU KNOW... there is no longer a $20 administration fee for claims.

By the numbers
• There are about 32,000 Police Health Plan members in New Zealand.
• The Police Health Plan receives more than 12,000 primary and 4,000 surgical claims each year.
• Claims paid (including GST) total $32 million a year; $560,000 a week.
• Surgical claims account for more than 70 per cent of the total amount paid out.
• At more than $5 million a year, claims for hip, knee, shoulder, other joints and orthopaedic surgery top the claims bill.
$33 MILLION PAID OUT TO MEMBERS

From December 2015, Police paid out $33 million to about 16,000 current and former members in Holidays Act remediation. In many instances, members received a serious amount of money.

So how did this come about?
It was actually triggered by the Police Association back in 2012. At that time, the Association was in dispute with Police over an interpretation in relation to the Holidays Act on which little progress was being made. This prompted the Association to refer the dispute to the Ministry of Business, Innovation and Employment (MBIE), the Government department tasked with enforcing minimum statutory employment entitlements.

MBIE assigned a Labour Inspector to look into the dispute.

The Inspector identified several breaches, some of which dated back to 2003 when the Holidays Act was amended, and all of which were resulting in members being underpaid.

The Inspector issued an "Enforceable Undertaking" in April 2015, which required Police to pay all arrears, backdated by the maximum provided under legislation – six years.

To its credit, Police undertook an extensive exercise, employing specialist consultants to identify who was owed what, and in doing so unearthed a couple of other breaches. Police had to remediate the breaches in a timely manner, as penalties associated with non-compliance included the Employment Court being able to order interest on the outstanding amounts or even a term of imprisonment. Consequently, Police was highly motivated to comply and make the remediation payments.

There are still many former members for whom Police do not have current contact details. If you were working for Police any time after April 2009 and haven’t yet been contacted by Police, you should email HolidaysActRemediation@police.govt.nz.

ROTATION AND YOU

The Police Association is compiling a draft document on the use of rotation of staff within Police and is keen to hear from members to help it confirm its position before consultation with Police early this year.

To properly represent members, we need to know your thoughts on the subject so we can help Police create a policy that balances your needs with the rights of Police.

The Association believes rotation can benefit both Police and members, but is well aware that the practice can backfire where little thought is given to the genuine needs of either party.

In the December issue of Police News we published the Association’s current draft position on rotation, which considered different types of job rotation (positional, portfolio), the length of a rotation, benefits, allowances and the right to a review. You can view a pdf of the December Police News on our website, www.policeassn.org.nz (see p12-13).

We are keen to know your thoughts on the draft position and how it might be improved to better reflect members’ concerns and aspirations. Email us at rotation@policeassn.org.nz.

Dear Aunty
I am really sick of being single when all my mates are hooked up. I’m going to take the leap in 2016 and try online dating, starting with Tinder. My worry is, how much should I reveal about my job in Police? For example, I have a really good photograph of me in my uniform which would make a perfect profile shot.

Swipe Right*

Dear Swipe Right
Under no circumstances should you use any photo on social media or dating sites that shows you in your uniform, or with police equipment or a police vehicle – no matter how good you look. Also, don’t mention in your profile or your profile name that you work for Police. It’s best to withhold that information until you’ve met and assessed the “crazy factor” of your potential Mr or Ms Right. You need to protect yourself from anyone who might have a beef against police or who wants to track you down for nefarious purposes. It’s also a good idea to use your personal cellphone, rather than your work one, when using online dating apps. That way, you can ensure that your personal life stays personal. Good luck with your search!

*If you don’t know what this means, ask someone under 35.

Dear Aunty
My wife had the audacity to get sick and can’t look after our three angels, so now I have to babysit them (although I’m told it’s not babysitting when it’s your own kids). I assume I can take “family sick leave” because I’m only in this situation because the wife is sick?

Dad of the Year

Dear Dad of the Year
No, you can’t take family sick leave for your so-called babysitting. “Sick leave in the event of family illness” applies only when your spouse/partner or someone who depends on you for care is sick and needs you to look after them. In your case, you’re not looking after your wife and your children are not unwell, so you are not entitled to take sick leave.

You can email questions to “Ask Your Aunty” at editor@policeassn.org.nz.
esk Valley Estate, just north of Napier at Bay View, is a boutique winery owned by Villa Maria Estate. It operates independently under the management of winemaker Gordon Russell, producing wine from premium Hawke’s Bay and Marlborough fruit.

Gordon’s approach is pretty straight-forward: he produces high-quality wines at an affordable price made in a simple, hands-on way. I recently tried a full range of Esk Valley’s entry-level wines and the following are the pick of the bunch for me.

The wine scoring system I’m now using delivers scores and stars ranging from 0 to 100 and 1 to 5 respectively. The scores are created by a wine app that’s under development at the moment and which I’ll reveal more about later in the year.

2015 ESK VALLEY HAWKE’S BAY VERDELHO

$20 | Score 76 | ★★★★☆

Esk Valley was the first New Zealand winery to produce verdelho, a Portuguese variety originally used centuries ago in the production of fortified wine. When picked, Esk Valley’s verdelho fruit is wild fermented in both stainless steel tanks and in aged oak barrels. It’s then blended to create an aromatic, textural wine with intensity of flavour. It’s a dry-style wine, but shows ripe tropical fruit sweetness on the nose and palate. Apart from a touch of alcohol-driven heat, it’s a well-balanced wine and well worth a try.

2013 ESK VALLEY HAWKE’S BAY CHENIN BLANC

$20 | Score 79 | ★★★★☆

Chenin blanc is a wine variety produced in an array of styles. In some parts of the world the wines are bone dry; elsewhere they can be intensely sweet. Vouvray, a small but world-renowned area in the Loire Valley of France, makes its chenin blanc in an off-dry style and Esk Valley looks to have adopted that approach. It has delivered a wine with attractive aromas and flavours of apple, honey and a hint of almond. It has good mouthfeel, balance and a lovely finish.

2014 ESK VALLEY HAWKE’S BAY CHARDONNAY

$20 | Score 80 | ★★★★★

Esk Valley has a long-standing reputation for producing excellent chardonnay and this definitely lives up to expectations. The use of restrained French oak, partial malolactic fermentation and some ageing on lees gives the wine lovely mouthfeel and good structure. It has a lively nose and on the palate there is intensity with notes of stonefruits, grapefruit and fig coming through. For me, it has a great quality-price ratio.

2013 SOHO ESK VALLEY HAWKE’S BAY SYRAH

$25 | Score 78 | ★★★★☆

Here’s another wine from the highly acclaimed 2013 vintage. It’s a fresh and vibrant syrah that has enticing aromas and flavours of blackberry, black pepper and spice. It’s a big, ripe wine, with acid and tannins providing good structure and balance. I think this wine will hold together for five to eight years, but would equally go well now paired with a nicely seared rare steak from the barbecue.

2014 ESK VALLEY HAWKE’S BAY MERLOT, CABERNET SAUVIGNON, MALBEC

$20 | Score 82 | ★★★★★

Bordeaux blends from Hawke’s Bay seem to be getting better and better each year, no doubt helped by some excellent vintages of late. This was the standout wine of the group for me. It’s hard to find a $20 or less wine with the level of complexity that this has. There are layers of primary and secondary flavours showing with dark berries, cherries, dark chocolate, some herbaceousness and earthiness all there. The mouthfeel is great and the after-taste is memorable.
NOTEBOOK 19

MOST WANTED

TARAWERA TRAIL DATES
On March 1, entries open for this year’s Tarawera Trail Marathon and 50km. The event consists of a marathon (42 kilometres) or a 50km trail run and walk from Rotorua to Lake Tarawera. The track takes in some stunning scenery as well as historic sites such as the Buried Village. It also includes the Tarawera Trail, a new 15km walking track from the Buried Village to Hot Water Beach at Lake Tarawera. Last year, Police Association staff member Heather McDonald (pictured) took part in the run. Her verdict was that it was pretty tough, “but an amazing and unique event and it’s an achievable distance to train for if you’ve never done an endurance race before”. This year’s race will be on Saturday, November 12. For more information, visit taraweramarathon.co.nz.

SOMETHING TO SPOUT ABOUT
If marathon running is not your cup of tea, perhaps teapot racing would be more your speed? It’s the latest eccentric hobby to emerge from the world of Kiwi steampunk. The League of Victorian Imagineers and Splendid Teapot Racing has announced the Inaugural World Championship Teapot Racing to be held at the 2016 Steampunk NZ Festival in Oamaru on June 4 as part of the annual Steampunk NZ Festival. Organiser Simone Montgomery is the “brains” behind the idea of racing teapots on radio-controlled chassis around an indoor track. After coming up with the notion “in the middle of the night”, she staged a world-first Splendid Teapot Racing contest in 2014 and reports that since then the idea has spread through the international steampunk community. Contestants are judged not only on speed and agility around obstacle courses, but on inventiveness, and the more elaborate the teapot, the better. If you want to take part, visit steampunknz.co.nz and splendidteapotracing.com/tag/teapot/ for more details.

Do you want to get out of debt?

Police and Families Credit Union can help you take back control of your debts!

By transferring your Credit Card debt of say $10,000 to a Police and Families Credit Union loan you can:

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✔ Be debt free up to 10 months faster

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Our homes make getting away on holiday affordable
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STANMORE BAY
Stanmore Bay, on the Whangaparaoa Peninsula just north of Auckland, enjoys a wonderful climate year round. Whether you are after relaxation, leisure activities or want to get out and see the sights (Auckland City is a half-hour drive away), Stanmore Bay is a great destination with the beach on your doorstep. Other attractions include: the Whangaparaoa Steam Railway; game fishing; golf at the Gulf Harbour championship course; the Goat Island Marine Reserve; and indoor snow resort Snowplanet.

The Police Association has nine units of various sizes ($60 per night) and campsites ($30 per night) by the beach. Units include TV, DVD player, washing machine and dryer (in communal laundry), shower/bath, spare blankets, duvets, pillows, port-a-cot, high chair (held at office), radio, car port, barbecue (three available on site).

NEW PLYMOUTH
New Plymouth has lots to offer, from the mountain to the sea, and is a hub for the Taranaki region. Last year, the spectacular Len Lye Centre opened next to the city’s Govett-Brewster Art Gallery. The building features an innovative 14-metre high curved exterior facade fashioned from reflective stainless steel. Also near the top of the list for visitors is the 12.7-kilometre Coastal Walkway – a seaside promenade, for walkers and cyclists, stretching the length of the city – and the world-famous Pukeiti Rhododendron Park. And, of course, spectacular Mt Taranaki offers high-end climbing and leisurely walks.

The Police Association has two homes in New Plymouth ($60 a night). Each house sleeps up to eight people, has broadband, a TV, DVD player, washing machine, dryer, spare blankets, pillows, port-a-cot, high chair, radio, secure garage. All guests need to bring is linen.

TURANGI
At the southern end of Lake Taupo, the Turangi township lies at the natural centre of the North Island, about four to five hours’ drive from either Auckland or Wellington. Built on the banks of the Tongariro River, Turangi lays claim to the slogan “Trout Fishing Capital of the World”. But world-class fishing is just one of the activities that attract visitors. With Lake Taupo on its doorstep and Tongariro National Park in its backyard, the town is blessed in the adventure activity department.

The Police Association has two homes in Turangi ($60 a night). One unit sleeps eight, the other sleeps six. Both units include a TV, DVD player, washing machine, dryer, shower/bath, spare blankets, pillows, port-a-cot, high chair, security alarm, car port and barbecue.

There are dates available for houses at these holiday destinations and others around the country. Visit www.policeassn.org.nz/products-services/holiday-accommodation, or call us on 0800 500 122.

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• Many common health conditions accepted with no medical assessment or additional cost*.

Lift-off with Police Travel Insurance online, any time, under ‘Insurances’ at: www.policeassn.org.nz

* Cover for pre-existing conditions is not available under the Essentials policy option. For full details refer to the policy document available from ‘Police Travel Insurance’ under the ‘Insurances’ section at: www.policeassn.org.nz
COPS ARE STILL TOPS

Do you remember these badges? They were issued in the 1990s as part of a Police Association campaign promoting policing to children.

A few have survived, including this one that an Association employee found tucked away in the bottom of a drawer at home.

There were also stickers with the same logo on them that were enthusiastically stuck on anything that moved, recalls Police Association Welfare Fund manager Pete Hayes.

It got us wondering why police officers are called “cops” and it seems that no one is really sure. It’s common parlance these days, but few sources can agree on the exact origin of the term.

There are competing theories. Some argue that it is shortened from “copper”, derived from the tin or copper badges worn by officers, or their copper buttons. Others say it is an abbreviation of “constabulary of police”, or “constable on patrol”. Other theories point to the etymological origins of the word.

In Latin, the verb “capere” means “to capture”. In French, the verb is “caper”. In English, “to cop” something is to seize or to take, which covers some of what a police officer does. The Dutch word “kapen” loosely translates as to take – as in taking crime or people off the streets.

Whatever its real origins, “cop” has now become acceptable slang for police, even among officers, and features in the titles of several TV programmes about police work.

At least the other common term for police officers in Britain, “bobbies”, has a perfectly straightforward explanation, being derived from Sir Robert Peel (Bobby is a nickname for Robert), the founder of the Metropolitan Police.

Police officers are more than happy to be called cops, especially considering some of the offensive alternatives they hear all too often.

Perhaps it’s time to revive the Cops are Tops campaign?

Source: wisegeek.org

ASSOCIATION MEMBERSHIP SUBSCRIPTION INCREASE

Subscriptions for the Police Association are fixed from time to time at the Annual Conference (Rule 92) and are the main source of revenue for the Association.

Subscriptions were last increased by 1 per cent in December 2014. Last year’s Conference agreed to increase subscriptions this year by 2 per cent, effective from the Police Pay of February 10, 2016. The impact of these increases on members is outlined in the accompanying table.

<table>
<thead>
<tr>
<th>Constabulary members</th>
<th>Was</th>
<th>New Subscription</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fulltime (4 days – 32 hours-plus weekly)</td>
<td>$19.02</td>
<td>$19.41</td>
</tr>
<tr>
<td>3-4 days (24-32 hours weekly)</td>
<td>$15.21</td>
<td>$15.52</td>
</tr>
<tr>
<td>Up to 3 days (up to 24 hours weekly)</td>
<td>$11.40</td>
<td>$11.63</td>
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</table>

<table>
<thead>
<tr>
<th>Police employee (non-constabulary) members</th>
<th>Was</th>
<th>New Subscription</th>
</tr>
</thead>
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<tr>
<td>Fulltime (4 days – 32 hours-plus weekly)</td>
<td>$11.62</td>
<td>$11.86</td>
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<tr>
<td>3-4 days (24-32 hours weekly)</td>
<td>$9.30</td>
<td>$9.49</td>
</tr>
<tr>
<td>Up to 3 days (up to 24 hours weekly)</td>
<td>$6.98</td>
<td>$7.12</td>
</tr>
</tbody>
</table>

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

**POLICE ASSOCIATION SURF CHAMPIONSHIPS**
Where: Ahipara, Northland.
Contacts: Rhys Johnston, Bill Dawson or Rob Cameron at Kerikeri Police.

**POLICE ASSOCIATION RAFT RACE**
When: March 4, 2016.
Where: Rotorua.
Contact: Aaron Holloway, Aaron.Holloway@police.govt.nz.
Keep updated at facebook.com/NZPARR.

**POLICE ASSOCIATION NORTH ISLAND GOLF CHAMPIONSHIPS**
When: March 7-9, 2016.
Where: Whanganui.
Contacts: Neil Forlong, NFF239@police.govt.nz or Andrew McDonald, AMG749@police.govt.nz.
Note: A practice round will be held on March 6, 2016.

**WESTERN BOP FISHING COMPETITION**
When: March 21-23, 2016.
Where: Tauranga.
Contact: Rob Everitt, Robert.Everitt@police.govt.nz.

**POLICE ASSOCIATION POLICE TRIATHLON**
When: March 25, 2016.
Where: Queenstown.
Contact: Brook Armishaw, BABA04@police.govt.nz.
Note: The triathlon will be held in conjunction with the Lake Hayes Triathlon. For more information, visit activeqt.co.nz.

**POLICE ASSOCIATION WAKA AMA CHAMPIONSHIPS**
When: March 30-31 and April 1, 2016.
Where: Napier.
Contact: Mike Kiri, Michael.Kiri@police.govt.nz.
Note: Events include men’s, women’s and mixed long course (open 22km, novice 10km), 500m sprints (for both open and novice) and a surprise fun event.

**DUNCAN TAYLOR BASKETBALL TOURNAMENT**
When: April 8-9, 2016.
Where: New Plymouth.
Contacts: Men – Tim Coudret, Timothy.Coudret@police.govt.nz or 021 191 5093
Women – Mary New, Mary.New@police.govt.nz or 021 191 3705.

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**CHAMPION DOGS FALL TO CIB METRO**

On November 29, the Police Association South Island Police Touch Tournament was hosted by North Canterbury Police at the Woodend Rugby Club, which welcomed 144 players in 12 teams.

The 2014 champions the Dogs made the final again, but were beaten by the classy CIB Metro team. The Lower Hutt Barbarians took third place after a thrilling game against the Christchurch Field Training Group.

In the inter-services match played after the round robin matches, defending champs Christchurch Corrections were unable to withstand the polished composite Police team led by Donny Aitken, falling 8-0.

Long-time organiser Tony Maw said he was pleased to see everyone enjoying themselves and playing in great spirit.

The next tournament will be held in November.

**Results**

1st CIB Metro and friends
2nd Dogs
3rd Lower Hutt Barbarians
4th Christchurch Field Training Group

**Male Player of the Day**
Michael McQuarrie, FTG,

**Female Player of the Day**
Jessy Raukawa, Southland
The third annual JD Memorial Fishing Competition was held at Stanmore Bay over Labour Weekend. The tournament honours John Dacre Goffin, a popular youth aid officer who served the Orewa community for 25 years. He was also a highly regarded fisherman and rod builder.

Poor weather limited the two-day competition to one day, but stunning weather on Labour Day saw 50 anglers land 90 competition fish.

Morgan Bannon won the prize for the largest fish with a 4.06-kilogram snapper. Katrina van der Wende won the prize for the closest to average weight snapper, with a 1.14kg fish that was bang on the average weight.

The Police Association sponsored prizes for the children’s competition, won for the second year running by Caleb Parker with a 2.56kg snapper. Runner-up was Ben Paterson with a 1.64kg snapper.

Organisers decided to move the competition date from November and it will next be held in March 2017.
Coming, ready or not

Yet again, we have had unarmed staff coming face to face with armed offenders. The Commissioner’s blog (December 18) headlined “Prepare for the unexpected” seemed to contradict his stance not to routinely arm us when he stated: “Police work is challenging and unpredictable and our staff regularly encounter situations that can change without warning. A reminder that we must always be ready for anything.”

According to the dictionary being ready for anything means “accessible, on hand, at one’s fingertips, at the ready, available, convenient, prepared”. The opposite is “unequipped, unprepared, unhandy, distant, inaccessible, late, unavailable”.

What this indicates to me is that because the jobs I attend are unpredictable and can change without warning, to be ready for anything, I should have all the appointments I trained to use at my fingertips and carried in a convenient manner.

With my firearm in a lockbox in a locked vehicle parked a distance from the scene, my full range of appointments are not handy and not accessible in a timely manner, leaving me unequipped and unprepared.

I could resolve this issue by making sure I am ready for the unexpected by having a firearm with me every time I leave the station, but, if we are to be prepared for anything, I should also have my firearm on inside the building to protect our civilian front counter staff.

The Commissioner’s blog also points out that situations can change without warning, yet we send our Level 3 responders on prevention patrols or to routine enquiries with no Taser, no firearms and no training. These poor staff really are unequipped and unprepared.

Then, at the other end, we have fully trained Level 1 staff working two-up and, although they may now have a Taser with them, they are often in one of the many patrol vehicles that do not carry firearms and, again, they are not ready for anything.

If Prevention First is to be the legacy of this Commissioner, why not extend it to preventing an unarmed staff member from being gunned down?

NAME WITHHELD

Terror response capability

I am sure I was not the only one struck by our Commissioner’s comments in an interview on TV3’s The Nation on November 28, 2015. When asked about the capability of police in New Zealand to respond to a terrorist act, he said: “We are very practised and very ready and very well trained if something does occur in New Zealand, so we’re really ready to respond. The Paris attacks ... made us stop and have a look at what we’re training for and that will continue to evolve. But our frontline staff are trained in a way they have never been trained before.”

That was news to me. I was not aware of extra training to address the threat of an Islamist or other terrorist attack. I have not been trained in a way that I have “never been trained before”, and I am not aware that anyone else has been either.

Our current awful system of “responder levels”, which is totally inadequate, does not inspire confidence in the Commissioner’s assertions.

Special tactics groups and maybe even the armed offenders squads train for this kind of thing, albeit on a fairly loose basis; but New Zealand Police is not equipped in any way, shape or form to deal with anything like what happened in Paris, or in any of the other mass homicides of recent times.

Any street cop knows the mucking around that happens at even the most minor of armed incidents. If anything remotely close to what happened in Paris, or even in San Bernardino with the comparatively low number of 16 dead, happened in New Zealand, we wouldn’t know what to do with ourselves.

Many of the staff working wouldn’t even have immediate, or any, access to firearms through a lack of equipment and/or the appropriate “responder level”.

But, as the Commissioner said, we’re “evolving” – apparently – and, as we know, evolution is a slow process.

Meanwhile, it’s great that Judith Collins is back in the saddle as police minister. She was a great loss to the service when her last tenure as minister concluded in 2011.

During her time as minister, she maintained an active and genuine interest in policing and was wholeheartedly supportive of police, particularly those on the frontline. It is her

we can thank for the Taser rollout and the equipping of vehicles with lockboxes for firearms.

She is not one to be buttered up or inveigled by a schmoozing executive and she has never been reluctant to fight for police in the media.

NAME WITHHELD

Core value cards

I received an envelope recently from the Commissioner. It contained a series of cards reflecting our core values with a letter of instruction to hand the cards out when the values were noted among staff behaviour.

Initially I thought it was a wind-up, but when I canvassed my colleagues, I found it was a genuine strategy.

Let me state that I believe the core values are crucial to who we are and that they provide guidance for where we are heading, although I personally follow the Christian ideal of treating people how you want to be treated, which I find encompasses those values and more.

As a supervisor, I regularly reflect on what I ask my team members to do, as if I were asking myself to do it, and I applied this to the prospect of receiving a card whenever I displayed a core value.

“Patronising” was the first word that came to mind, and if I had any credibility as a supervisor that would soon dissipate if I began handing out these cards.

I have passion for what I do and strive to provide the best service to the public we serve. This rubs off on the team, and through providing credit where it’s due and constructive criticism where it’s appropriate, you are automatically encouraging core values.

The last thing I would want after a hard day’s work with good results is a card.

I would interpret it as underperforming when I didn’t get a card.

Are we supposed to strive to get the entire collection, not unlike children collecting cards from cereal packets?

Although I support the core values, we are not children and handing out cards is not the optimum way to go about it.

RICK VEACOCK

Auckland
**Crimes of fashion**

The recent release of motivational cards by the Commissioner started me thinking about fashion.

I am a bit of a fashionista, so I spend a fair proportion of my time looking at fashion magazines for men (Diversity). They are all about style and fashion, but we are not always so keen on the fashion we can actually buy that ugly mess and then wear it. That is a fashion crime. I wonder that someone designed it, that someone said they thought it was a good, monstrosity? And that someone made it and that someone put it in their catalogue to sell. Most of all, I marvel at the fact that someone would actually buy that ugly mess and then wear it. That is a fashion crime.

As a professional fashionista (Professionalism), I feel compelled to say, “I am sorry, darling” (Empathy). You are too fat or pharmacy scripts, etc? For their children’s GP visits, after hours visits, age of 13 who now won’t be making claims for staff with children under the age of 13. Neither of us have children from previous relationships. We are now looking for an egg donor to make it possible for us to have a baby.

I am appealing to my Police colleagues to help us.

Ideally, the donor needs to be between 20 and 37 years old, a non-smoker and preferably have a baby. We are an energetic couple who love outdoor sport and activities and could absolutely love to have a baby. If you think you can do this amazing thing for us, or if you want to find out more, please visit [http://fertilityassociates.co.nz/Donor-services/Become-an-egg-donor.aspx](http://fertilityassociates.co.nz/Donor-services/Become-an-egg-donor.aspx) and use the reference name “Dream Baby”.

**A special request from a member**

**Health Plan for under-13s**

**Previously, as “Doomsday” approached** (my 40th birthday), I received an email from the Police Health Plan telling me my premiums would increase as of the date of my birthday. I fully expected this, but it got me thinking. Recently the Government made changes in healthcare for children under 13, making all their medical treatment free. That being the case, why wasn’t there a sudden drop in premiums for staff with children under the age of 13 who now won’t be making claims for their children’s GP visits, after hours visits, pharmacy scripts, etc?

The ‘centralisation’ jury

What a headline (‘Jury still out’ on centralisation – Police News, December 2015). Have the public been asked what their view of centralisation is? If they were, the public jury would announce a very emphatic “no” to centralisation.

Superintendent Chris Scallill has suggested that staff have struggled to understand the new way of thinking. Well, if staff have struggled, so have we, the poor public. We have seen our community police stations closed, community constables removed and the proactive links that they established have gone. Community policing is an expensive option, but over time it delivered increased clearances. We still see New Zealand Work and Income offices in our communities providing a service; our police service should have remained the same.

Over time, as the police hierarchy changes, someone will have a bright idea – why don’t we try decentralisation again?

I have been told that I live in the dark ages and that policing has changed to a “new way of thinking”, and it has, but I don’t see it working. I will be convinced only when we start arresting more burglars and getting increased clearance results in our dishonesty offending. But perhaps burglary clearances aren’t a KPI (key performance indicator) these days?

Finally, if only one in five members rate the district command centres as helpful, I wonder what the ratio of public support is for them compared with a decentralised policing service. I think I know what the answer is.

**CAARL FISCHER**

**Hamilton**

The Health Plan will be making a lot of money now it doesn’t have to pay out claims on those children’s policies. Shouldn’t the premiums for children under 13 now be significantly reduced, or staff be allowed to opt to have their children under 13 go onto the Surgical Plan, and then be allowed to bring their children back onto the Basic or Comprehensive plans when they turn 13?

**CARL CHRISTENSEN**

**Christchurch**

Police Association CEO Heather Verry responds: Congratulations, Carl, on attaining the grand age of 40 and thank you for your comments with respect to healthcare for children, which gives us an opportunity to talk about the benefits of the Police Health Plan. Firstly, the premiums for under-13 are the same as for 0-18 year olds, so the changes made by the Government will not have a huge impact on our costs.

The current premiums for 0-18 year olds already recognise this group as being “low user”. The key benefit for families in covering their children from birth is the long-term insurance to cover potential ongoing health issues (such as congenital conditions) that would be excluded if a policy was taken out later in life.

Surgical benefits are definitely the major call on funds and members already have the opportunity to opt out of the Comprehensive plan and take up the Surgical plan until such time as their children are no longer fully covered for primary care by the Government. Taking out Comprehensive cover is a back-up to the Surgical plan. We encourage members to change their plans to suit their circumstances at varying stages of their life. We have excess options for all three plans (Surgical, Basic and Comprehensive), so, rather than cancel the policy if the budget becomes constrained, we suggest reducing the premium to one that is affordable.

**Gift of music**

I have been retired from Police for more than 25 years and have continued my Police Association membership and all my insurances – house, contents, car and health – with the Welfare Fund. I very much enjoy the regular articles in the Police News, particularly those from President Greg O’Connor.

Recently, I made use of my membership with the purchase of a Casio keyboard from Noel Leeming. Although the list price was $250, it cost me only $147, and that was a great saving. The keyboard has 100 pre-
programmed songs, arias and well-known melodies, and although it is very compact it plays just like a real upright piano.

I am also a supporter of the Sistema Aotearoa programme in South Auckland where young children are taught classical music and string instruments. I have bought and donated four small violins and a half-size cello to the programme. Before handing the cello over, I tried playing it myself and found so much pleasure in making music that way that I have bought myself a full-size cello and now practise it every day.

I have good speakers on my computer, and I dial into YouTube what I want to play and then play it with cellists such as Julian Lloyd Webber, Seeli Toivio, Aniko Ilmery and Jackie Du Pre. I get hours of selfish pleasure from playing the cello, and all this resulted from my support of the Sistema programme.

If any Police Association member wants to do something worthwhile, scan Trade Me for used small violins and cellos, buy what you can and donate it to the Sistema Aotearoa programme, through the Auckland Philharmonia Orchestra.

Sistema Aotearoa programme, through buy what you can and donate it to the Me for used small violins and cellos, my support of the Sistema programme. Playing the cello, and all this resulted from the Auckland Philharmonia Orchestra. You will be transforming a South Auckland youngster’s life.

C R (ACE) O’HARA
Auckland

Where did my Mobility go?

I am a public safety team supervisor, in the job for 29 years. When Mobility arrived I knew we were onto a winner – well, almost.

We had iPads and iPhones that weren’t compatible with our Windows-based system, but we had linking apps. The only real problem was that we couldn’t update our files in NIA and do a few other things, but essentially we were mobile doing our own QPs (query person), QVRs (query vehicle registration) and entering bail checks and 3Ts (turnovers), 3Rs (checkpoints), etc. Great.

Then there were more things we could do – complete FVIRs (family violence incident reports) on PDF forms, POL47s (coroner’s reports) and notings.

We were pumping, our paper FVIRs were used up and we didn’t need them any more, saving Police heaps of money that could be spent elsewhere and, better still, we were doing them out there and not in the station and we were gathering heaps of intel and uploading it as notings as we got the information.

Then suddenly our iPads are taken away from us. No one has explained why exactly. I’ve heard that some/lots of people didn’t like using/looking after two devices, that it all cost too much and we had to get rid of something and it was a compromise to have an iPhone 6 Plus rather than the iPhone 5 and an iPad.

But we aren’t getting the iPhone 6 Plus for another five to six months (or more) and are expected to keep our data usage at the same level.

I don’t know about others, but I can’t see the screen enough on an iPhone 5 to do that stuff, let alone get my finger to hit the right buttons to laboriously type out the info that is required for an FVIR, let alone a POL47 or a noting. I have trouble doing QVRs and QPs and can’t see that it will be any different on an iPhone 6 Plus.

I now radio comms to log 3Ts and request QVRs and QPs because it’s quicker.

There is also the danger of losing situational awareness with your head down typing away on your iPhone while the suspect(s)/offender(s) is wandering around nearby.

My team were really getting into Mobility. To have these tools taken away from us without an explanation was crushing and now my team spends more time than before sitting at a desk behind a computer trying to get work done. This is the complete opposite to what Mobility was all about.

I’m told that NCOs are going to get tablets that can access NIA and the section guys will get a couple to share among themselves.

No one has told me what the timeframe is for this, so I can only guess that it will be in June, but we don’t know what year.

Come on, Mobility team, let us know what is happening in real terms. What can we expect and when can we expect it?

What about a dumb phone and a tablet for all PST members that will let us all access NIA properly so we can do our notings, FVIRs and arrest files in real time? If we could do our SWIFT (arrest) files on Mobility it would be great as this is the best way I’ve ever seen to complete an arrest file quickly and correctly.

Get us back out on the streets, not in the station doing 4C.

DENIS FOSTER
Whakatane

Inspector Rob Cochrane, Manager: Mobility PNHQ, responds: Your enthusiasm for the potential of Mobility is appreciated. We are also hugely excited about the opportunities it offers for Police. The Mobility team has a well-established communications channel within Police (Mobility Matters and the District Lead network); however, responding to your letter provides an opportunity to share some of our plans for the coming year.

I apologise that you were not advised I’m told that NCOs are going to get tablets that can access NIA and the section guys will get a couple to share among themselves.

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Get us back out on the streets, not in the station doing 4C.
showed the devices were not being well used across Police and it was not efficient for the organisation to keep them in the long term. After a review of the various devices and options it was decided that frontline staff would benefit from carrying one Mobility device, and that is the larger iPhone 6 Plus. This has a much bigger screen which allows easier data and text entry – one of the main benefits of the iPad.

We now have under way the replacement of our iPhone 5 fleet (as part of the agreed Police/Vodafone device replacement programme), with frontline staff receiving the iPhone 6 Plus.

Many road policing staff are already using the iPhone 6 Plus and the new OnDuty query feature. We have had great feedback about the larger phone and this new application. You can contact a local road policing member if you want to check out the device first hand.

Remaining frontline staff will receive iPhone 6 Plus devices between February and April this year before the national release of OnDuty (SMART and TCR). OnDuty will, over time, include many additional features, with our objective being for staff to operate through one platform, OnDuty.

Between the larger iPhone 6 Plus screen and the ongoing development of OnDuty, entering data will be easier. For example, queries will be completed by simply scanning driver’s licences and vehicle registration labels. No data entry required! We are also testing the ability to use ‘voice-to-text’, which will further enable officers to dictate information directly into OnDuty.

The Enterprise Services (Windows 8) device replacement phase is also well under way and expected to be completed in March. You can talk to your Enterprise Services district lead to get more information about what device types will be available.

**Do you know Nicky?**

I’m trying to contact an old friend who I haven’t seen in nearly 40 years. We met on a ship going from New Zealand to Britain in the early 70s. Her name was Nicky Potts. After staying and working in Britain, she went back to New Zealand where she joined Police and met her future husband, also a serving police officer. Later, they both travelled to Britain, touring around and calling in to see my mother. Unfortunately, by then I was back at sea and missed them.

I often wonder how they are doing – probably retired by now with grandchildren. If anybody who knows them can help, please drop me an email to ags8491@gmail.com.

**ANTHONY STEVENS**

England

**MEMORIAL WALL**

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

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<td>PEGLER, Judith</td>
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<td>PHILLIPS-BALL, Geri</td>
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<td>Police employee</td>
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<td>NICOLSON, John Robert</td>
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<td>DAWSON, George Thomas</td>
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<td>O’DONOVAN, Margaret Anne</td>
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<td>LONG, David Wayne (Harry)</td>
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<td>Auckland</td>
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**USEFUL INFORMATION AND CONTACTS**

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

**New Zealand Police Association**
- **Phone**: 04 496 6800
- **Freephone**: 0800 500 122
- **Email**: enquiries@policeassn.org.nz

**Police Health Plan**
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- General inquiries: 0800 429 000
  - **Website**: www.policecu.org.nz

**GSF information**
- **Tel**: 0800 654 731

**PSS information**
- **Tel**: 0800 777 243

**Field Officers**

**PNHQ, RNZPC and Wellington District**
- Ron Lek 027 268 9409

**Tasman and Canterbury Districts**
- Catherine McEvedy 027 268 9427

**Southern District**
- Brian Ballantyne 027 268 9427

**Vice- Presidents**
- Luke Shadbolt 027 268 9411
- Craig Tickel Penny 027 268 9442

**Regional Directors**

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  - Steve Hawkins 027 268 9406

**Region Two**
- Auckland and Counties Manukau Districts
  - Natalie Fraser 027 268 9423

**Region Three**
- Waikato and BOP Districts
  - Graeme McKay 027 268 9408

**Region Four**
- Eastern and Central Districts
  - Kerry Ansell 027 268 9422

**Region Five**
- PNHG, RNZPC and Wellington District
  - Ron Lek 027 268 9409

**Region Six**
- Tasman and Canterbury Districts
  - Catherine McEvedy 027 268 9410

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  - Steve Hawkins 027 268 9419

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  - Emiel Logan 027 268 9413

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  - Scott Thompson 027 268 9414

**Region Four**
- Eastern and Central Districts
  - Emmet Lynch 027 268 9415

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  - Pat Thomas 027 268 9416

**Region Six**
- Tasman and Canterbury Districts
  - Mike McRandle 027 268 9417

**Region Seven**
- Southern District
  - Mike Thomas 027 268 9418

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

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

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