

NATIONAL EMERGENCY

RESPONSE

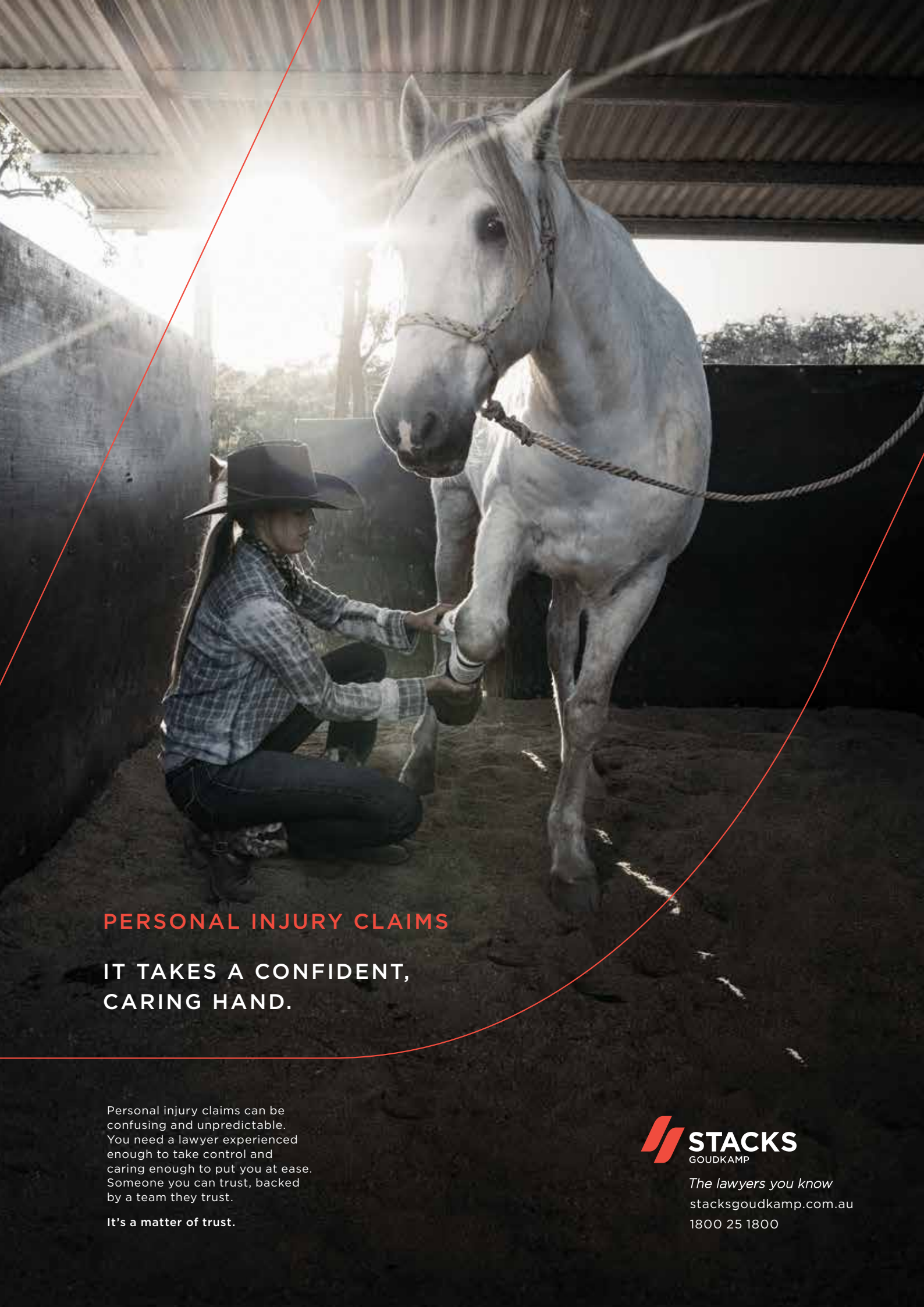
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The website has sections for each State as well as National Areas. If you have ideas for State Division content, please contact your State Secretary. For National content, email web@aies.net.au Please be aware that all content must go past the National Secretary prior to web publication to ensure it meets required guidelines.

NATIONAL EMERGENCY RESPONSE



Official Journal of the Australian Institute of Emergency Services

Spring 2022 • National Emergency Response

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SES Victoria volunteers monitor flooding conditions in Traralgon, Victoria (September 2022).
Photo: SES Victoria.



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FROM THE PRESIDENT'S DESK

Robert (Bob) **Maul**, LFAIES, JP (NSW)

National President

As I reported in the last issue of the *National Emergency Response* journal, our Tasmania President Ron Jones, LFAIES, retired from the position of State Division President in April 2022 after long and dedicated service to the Institute.

It was with pleasure that the National Board was able to find a successor for Ron. Our new Tasmanian Division President, Mr Greg Webster FAIES, is a retired police officer with over 38 years' service with the Tasmania Police. He has been a member of the Tasmania AIES Division for many years, including being an office bearer of the Tasmania AIES Division Management Committee.

Greg served with the Australian Army as a reservist attaining the rank of Major with various postings in Malaya and Tasmania. He also has been a long-time member of the Tasmania Fire Service and the Tasmania State Emergency Service. The National Board welcomes Greg as a Director of the Board, representing the interests of the Tasmanian AIES Division. Find out more about Greg's service in emergency management on the AIES national website www.aies.net.au

It is also my pleasure to report to members that Mr Costa Zakis, FAIES, has become the new national AIES webmaster for the Institute. Costa is well known to the National President having been a long-term member of the

NSW Division of the Institute, as well as a very long serving member of the NSW State Emergency Service. Costa agreed to take on the webmaster role following the retirement of the Institute's former webmaster and appointed Director on the National Board, Wayne Coutts, ESM, who is the Regional Director of the Queensland Fire and Emergency Services for the upper north Region of Queensland.

Costa runs a very busy IT business in Sydney and is also a very experienced emergency management training practitioner. His background can also be accessed on Institute's website. The new webmaster is currently undertaking a review of the national AIES website, including its functionality. Once this is completed members will be informed, but **I would ask if members could please access their details on the website, and if their details require correction that they please contact either the Division President or the Division Secretary.**

The National Board and I wish to express our sincere thanks to Wayne Coutts for his many years of dedicated service to the Institute and for his numerous contributions as a Director of the Board since 2015. We wish him well in his future endeavours.

During the 2022 Autumn period, the Sydney River basins consisting of the Nepean, Hawkesbury and Georges

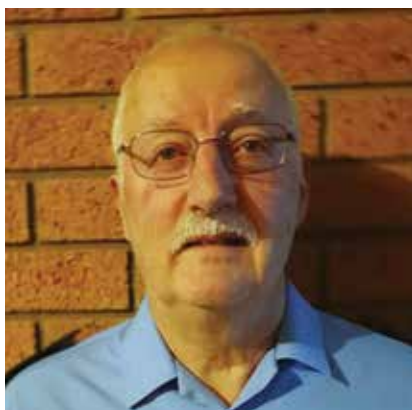


ivers, as well as the Hunter and Central Coast rivers, were again subjected to a series of torrential downpours caused by a low-pressure system of the central coast of NSW. These coastal rivers experienced their third major flood disasters in a period of six months. Rainfall totals of between 150mm and 207mm in 24 hours caused the Hunter, Hawkesbury, Nepean and Georges river valleys to again rise to major flood levels, causing further extensive flood damage to houses, property, bridges, fencing and agricultural produce, as well as stock losses, and in some areas for a third time virtually in a row.

The SES responded to around 31,000 calls for assistance. Unfortunately, for many homeowners the occurrence of successive floods meant that their properties became uninhabitable for further residency, and many of these homes were either not insured, or uninsurable.

A significant number of our AIES members are also members of the SES and other emergency management services, and their involvement over many days assisting residents with evacuation, rescue and welfare tasks in very inclement weather is most commendable, and is deserving of high praise, commendation and recognition by the Institute and other emergency management agencies.

The National Board wishes to express its sincere appreciation for our members' involvement in the rescue, welfare and other life-saving activities they carried out in the various flood-affected areas.



*New Tasmanian Division President,
Mr Greg Webster.*



*New national AIES webmaster,
Mr Costa Zakis, FAIES.*

As our members are already aware, our State Division committees have continued to conduct webinars via Zoom with guest lecturers presenting on topics dealing with their practical involvement in emergency management/disaster occurrences.

These webinars have been well attended by AIES members throughout Australia and the National Board has been advised by several of the State Division committees that they intend to continue to conduct a series of webinars dealing with several different emergency management subjects and topics during the rest of the 2022 year and in 2023.

Details of the dates and times of these webinars will be communicated to members in the various states via the Division Committee newsletters and on the AIES website.

During its August 2022 monthly meeting, the Board of Directors unanimously approved the establishment of an AIES Health Emergency Management Special Interest Group. This group will be directly responsible to the National Board. It will be chaired by Mr Sven Nilsson, FAIES, an office bearer of the

NSW Division Management Committee. The initial terms of reference of the group have also been approved by the Board and information on the terms of reference of the group and the benefits to be derived from forming this group of the Institute can be found elsewhere in this edition of the NER magazine. Turn to page 6 (AIES Updates) for more.

Recently, the Bureau of Meteorology advised that Australia will experience a reoccurrence of the La Niña phenomenon in the summer periods of 2022 and 2023. The Bureau expects significant rainfall totals to occur in central Australia but much heavier rain to once again fall over the eastern coastal areas of Australia from north Queensland to Victoria. As a result, the Bureau anticipates major flooding to occur along most of the eastern coastal rivers impacting vast swathes of riverine land with severe impacts to occur to housing, roads, other infrastructure and pastoral areas, including major risk to human life and livestock.

In view of this preliminary advice, the Institute strongly encourages residents who reside in these river

valleys to heed and take seriously the warnings which will be issued by the Bureau, SES and police over radio and TV channels, and comply early with flood and evacuation advice. Early compliance with these warnings will help to reduce the loss of human life, stock and other valuable assets.

No doubt, many of our members who also are officers of the SES and other emergency services, either in a voluntary or permanent capacity, will be on call to render assistance to citizens in times of need as they have done hitherto. The National Board sincerely trusts that if the forecast that the Bureau has made comes to pass, the effects of La Niña will not unleash the same destructive forces as was the case in 2021 and early 2022.

At this time, I wish to offer all our members and readers the compliments of the festive season, and trust that both the Christmas and New Year periods will be a merry and joyful one for both your families and you. The National Board is most appreciative of the contributions made to the Institute by our members during the year. ●



5 December 2022

Volunteering Australia proudly supports International Volunteer Day (IVD) on 5 December 2022, to raise awareness on the important role volunteers play in responding to challenges facing the world.

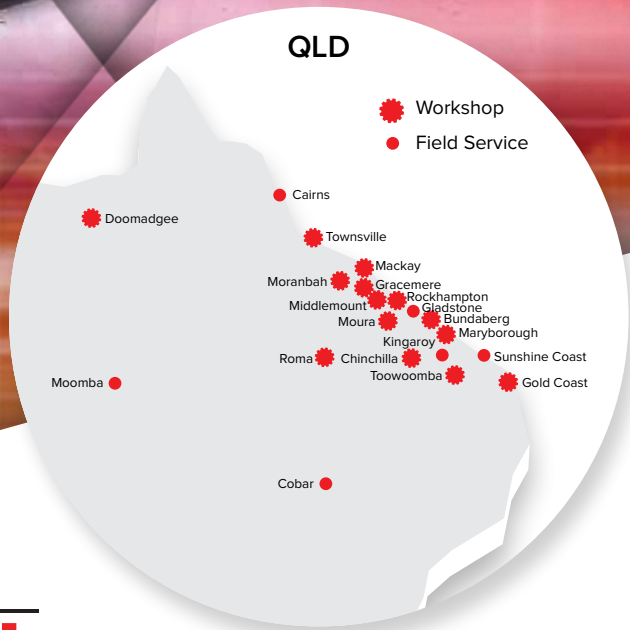
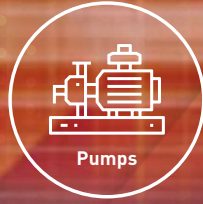
The 2022 Theme: Solidarity through Volunteering asks people to volunteer now for our common future, it inspires people to take action now for people and the planet.

Volunteering Australia is leading the process for a new National Strategy for Volunteering, which will provide a blueprint for a reimagined future for volunteering in Australia.

Find out more at www.volunteeringaustralia.org



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GENERAL ENQUIRIES:

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NEW MEMBERS

The Australasian Institute of Emergency Services is pleased to announce the following emergency services people joined the AIES between 4 July and 25 October, 2022.

NAME	DIVISION	ORGANISATION
Brianna Coyte	NSW	Surf Life Saving
Thomas Dorahy	NSW	State Emergency Service
Caren Friend	NSW	NSW Health, Sydney Local Health District
Michael Hammond	NSW	Marine Rescue
Tiffani King	NSW	Emergency Services Agency
Max Moon	NSW	Police
Steve Patterson	NSW	State Emergency Service
Heather Smith	NSW	Rebuild Pappinbarra
Lisa McLeod	NSW	Rebuild Pappinbarra
Jenna Mott	NSW	State Emergency Service
Graham Bartlett	QLD	State Emergency Service - Moreton Bay Unit
Courtney Black	QLD	State Emergency Service - Moreton Bay Unit
Michelle Bowker	QLD	State Emergency Service - Moreton Bay Unit
Michael Carriage	QLD	State Emergency Service - Moreton Bay Unit
Tamara Campion	QLD	State Emergency Service - Moreton Bay Unit
Sarah Coles	QLD	State Emergency Service - Moreton Bay Unit
Edward Cowie	QLD	Rockhampton Regional Council
Donald Davis	QLD	State Emergency Service - Moreton Bay Unit
Kylie Dilger	QLD	State Emergency Service - Moreton Bay Unit
Janette Dwyer	QLD	State Emergency Service - Moreton Bay Unit
Justin Englert	QLD	State Emergency Service
Tory Green	QLD	State Emergency Service - Moreton Bay Unit
Sean Harrop	QLD	State Emergency Service - Moreton Bay Unit
Rachael Illing	QLD	State Emergency Service - Moreton Bay Unit
Shane Jones	QLD	State Emergency Service - Moreton Bay Unit
Rob Kerry	QLD	State Emergency Service - Moreton Bay Unit
Trevor Klink	QLD	State Emergency Service - Moreton Bay Unit
Christine Lowe	QLD	State Emergency Service - Moreton Bay Unit
Kylie Newman	QLD	State Emergency Service - Moreton Bay Unit
Benay Paterson	QLD	State Emergency Service - Moreton Bay Unit
Dan Scaroni	QLD	State Emergency Service - Moreton Bay Unit
Rebecca Tidyman	QLD	State Emergency Service - Moreton Bay Unit
Lynda Williams	QLD	Moreton Bay Regional Council
Gordon Wockner	QLD	State Emergency Service - Moreton Bay Unit
Ben Birbeck	SA	State Emergency Service
Joshua Brennand	SA	Australian Defence Force
Greg Kemp	SA	SA Health Riverland Mallee Coorong LHN Disaster Resilience
John Simper	SA	Police
Isaac Taylor	TAS	Tasmania Fire Service
John Crane	VIC	Latrobe City Council
Ting Wa Choi	VIC	Car Dealz PTY LTD
Nick Demetrios	VIC	AGL Loy Yang
Paul Krizek	VIC	State Emergency Service
Mark Reschke	VIC	State Emergency Service



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or log in at au.linkedin.com and search for 'Australian Institute of Emergency Services' under 'Companies'.

Articles, photographs and short stories are sought for the *National Emergency Response Journal*. Please submit items for the next edition to editor@aies.net.au by **13 March 2023**. There is an annual award for the best article submitted by an AIES member.



AIES UPDATES

By Robert (Bob) **Maul**, LFAIES, JP (NSW)

National President

ACHIEVEMENTS 2015-2022

At the 2015 AIES Annual General Meeting held at Olympic Park in Sydney, members present approved a New Constitution and Regulations for the Institute. These documents superseded the previous Articles of Association, Memorandum of Association and By-laws. Most of the work in drafting the foregoing documents was carried out by one of the Queensland Directors on the Board of the Institute – at that time Mr Michael Davis AM, LFAIES.

Since the adoption of the Constitution and Regulations, a significant number of initiatives, activities and programs that have been approved and implemented are listed by the National Board. In order, these include:

- Strategic Plan review.
- Revision of AIES Regulations.
- Marketing and other measures to enhance the AIES' ability to attract new applications for membership.
- Manufacture of new AIES t-shirts and caps and their availability for purchase by members.
- Production of new AIES brochures/leaflets.
- Encouraging members to upgrade their status to 'Fellows' of the Institute.
- Production of AIES Challenge Coins for members who have given service to the AIES or other kindred emergency management organisations.
- Production of AIES member lapel badges for 10, 15, 20, 25, 30 and 40 years membership of the Institute and long service certificates.
- Active efforts by directors to nominate members to upgrade their status to that of Fellows of the Institute.
- Nomination and presentation of awards to members, including Medal of Excellence Award, National Award for Excellence and other awards (citations).
- The holding of the annual AGM of the Institute in the capital cities of Melbourne, Sydney, Adelaide, Brisbane, Canberra and Hobart to give every member of the Institute the ability to attend AGMs.
- Substantial increase in membership of the AIES following excellent efforts by our Board of Directors and Divisional President/Committees in every state to encourage EM practitioners to join the AIES.
- Appointment of webmasters to oversee the enhancement of the AIES website and its IT maintenance.
- Conducting webinars and book club reviews via virtual website applications in the various states of Australia on a regular and continuous basis.
- Conducting state AIES AGMs each year and election of Office Bearers of the Division Committees.
- The appointment of nominated Directors by the Board in accordance with the provisions of the constitution.
- Conducting social events by state divisions to present awards, citations, medals and certificates to AIES members including presentations on emergency management topics and issues by notable speakers from a variety of emergency management agencies.
- Participation of AIES Board Directors at emergency management conferences conducted by various emergency management organisations and private entities, including providing training and other input at courses conducted by those bodies such as ANZ Disaster Management Conference (QLD) and Emergency Service Foundation Conference (VIC).
- Nominating AIES members for emergency management training courses run by the Australian Institute of Disaster Resilience and Australian Emergency Management Volunteer Forum.
- Active marketing of AIES membership benefits at emergency management activities and other activities conducted by various state agency directors.
- Various award presentation ceremonies conducted by state AIES Division Committees to highlight and honour specific individuals, such as

the Alan Alder Award (VIC) and Peter Parssey Award (TAS).

- Establishment of an AIES Health Emergency Management Special Interest Group responsible to the National Board.
- Issue of the Institute's *National Emergency Response* journal to members on a three-yearly basis by email, meaning extra revenue gained from NER publisher.
- Entering MOUs, affiliations and strategic alliances with various other kindred emergency management organisations and entities in Australia, Australian Women in Emergencies, Australian Control Room Network Association, International Association of Emergency Managers-Oceania Division.
- Issue of regular AIES Newsletters to members in states to keep them apprised of various activities undertaken by the Division Committees and National Board.

The National Board wishes to express its appreciation to all members of the Institute who have contributed to the successful implementation of the above programs and activities.

AIES HEALTH EMERGENCY MANAGEMENT SPECIAL INTEREST GROUP

The AIES Constitution Section 7.3 and the Rules allow for the establishment of Special Interest Group Committees. Sub-section 7.13 specifies that on receipt of a proposal by members with a common interest in a particular facet of emergency services, the Board may, at its discretion, establish a Special Interest Group, and then establish a Committee from within the members of the group to administer the affairs of that Special Interest Group. Under the Rules the Board is to prepare the terms of reference for each group established.

Following a detailed submission prepared by the NSW Division Management Committee, the Board



agreed to establish a Health Emergency Management Special Interest Group at its meeting in September 2022.

In Australia and New Zealand there are a significant number of emergency managers in the health sector. Emergency managers are employed by large hospitals, health districts, private health care providers, aged care providers and other organisations. Domestically and internationally, there are emergency management courses and conferences conducted specifically for health care managers. Having regard to the special role that health care emergency managers play during small and large-scale emergency management occurrences, the Board considered that the establishment of a national Health Emergency Management Special Interest Group (HEMSIG), including the creation of a Committee to administer the group, would be of benefit to the Institute.

These benefits include:

- a. A source of growth for the AIES in attracting new members.
- b. New opportunities for all AIES members to participate in HEMSIG activities.
- c. Demonstration of a commitment to fulfil the AIES purpose by providing:
 - i. Australian emergency services and emergency management practitioners with premium opportunities to interact, network, exchange ideas and recognise the professionalism of health sectors providers; and
 - ii. Australian emergency services and emergency management practitioners with a voice to advocate and contribute to the development of their industry's professional practices.

The terms of reference for the Committee will include the foregoing incentives.

The Board also appointed Mr Sven Nilsson, FAIES, as the Chair of the Committee supported by Mr Dwight Robinson. Mr Nilsson is a member of the NSW AIES Division Management Committee and Sydney's Local Health District Health Services Functional Area Co-ordinator, as well as the General Manager for the Sydney Local Health District COVID-19 Vaccination and Screening Program. He has worked in health emergency management for over 20 years. Sven was the recipient of an



Golden Pen awarded to Ron Jones, LFAIES

Ron Jones, LFAIES, immediate Tasmanian Past President, has been awarded the 2022 annual Golden Pen Award for his contribution to this journal over many years. President Tasmania Division Greg Webster had the privilege of presenting the engraved Waterman fountain pen to Mr Jones. In an email to Mr Jones, AIES National President Mr Bob Maul said, "The Board is pleased to present you with your award for your many contributions over the years and as the deputy editor of the *National Emergency Response Journal*. On behalf of the Board, may I express our deepfelt appreciation for all your years of services as the President of the Tasmanian AIES Management Division Committee, and as a Director of the National Board of the AIES."

This appreciation was also recognised by the Board with the presentation of the highest award that can be bestowed on an AIES member, the National Medal of Excellence at the 2022 AGM of the Institute in Sydney.

AIES Award, which was presented to him at the 2022 AGM held in Sydney in April 2022.

Mr Dwight Robinson is also a member of the NSW AIES Division Management Committee. He is the Health Emergency Manager for the Liverpool Tertiary

Hospital Complex and was also the recipient of an AIES Award at the AGM.

The National Board congratulates both Sven and Dwight for accepting their appointments and looks forward to working closely with them in the future. ●

STRIKING THE RIGHT BALANCE IN EMERGENCY MANAGEMENT SECTOR LEADERSHIP

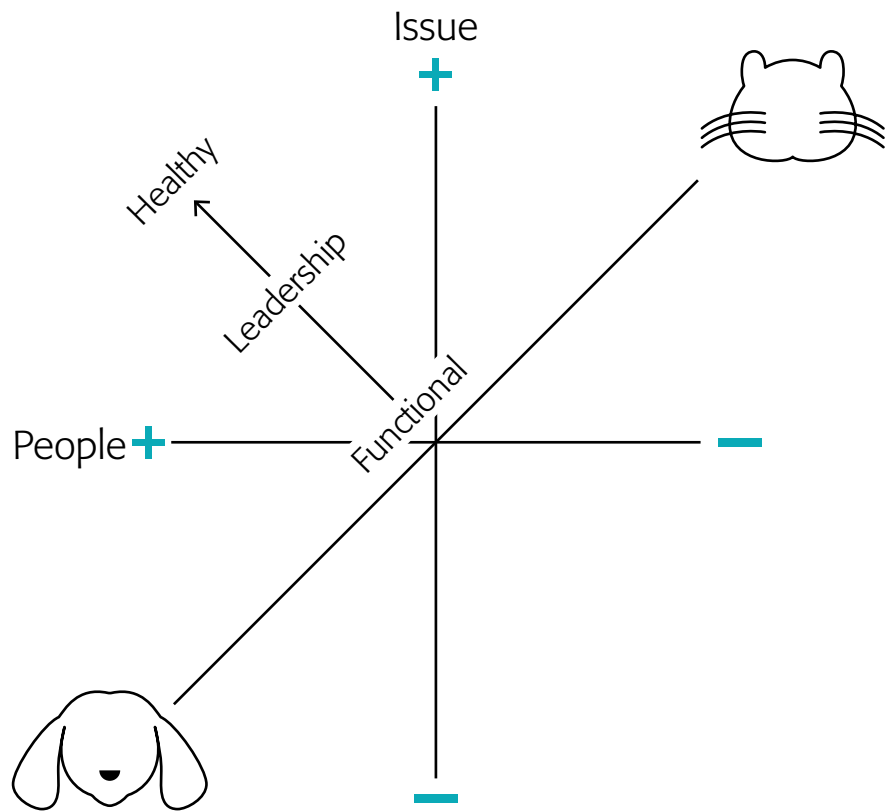
By Andrew **Short** AFSM

Assistant Commissioner, Queensland SES

Having long been an observer of leadership practices in the emergency management sector, I've come to believe in certain things. The simple notion of our leaders being both operationally competent and people centric, is for me fundamental. Briefly consider leaders who come to mind in successfully balancing these two aspects. You may think of leaders like Nelson Mandela, Mahatma Gandhi, Angela Merkel, or Australia's own Fred Hollows as leaders in their field who always maintained compassion even when dealing with the most difficult circumstances.

We have all seen leaders in our sector who are technically brilliant yet are prone to treating people like widgets or disposable items. We have also likely seen those at the other end of the spectrum, the ones who concern themselves only with the impact any situation is likely to have on people, with less concern for operational imperatives. Both these approaches can bring benefits, however both approaches can certainly result in unintended consequences. So, what's the solution? In my view, it's being able to manage both the 'issue' aspects and the 'people' aspects of any given situation.

If we consider the many different societal leaders over time, we can place people in two broad categories. One might be titled 'Issue-Centric' and the other might be titled 'People-Centric'. This is the way Michael Grinder, an extensive researcher and well-regarded author, considers leadership approaches. For issue-centric operators, he also uses the term 'credibility', and conversely, for people-centric operators, he uses the term 'approachability'. Using his 'Cats



Michael Grinder 'Managing Groups' (2011)

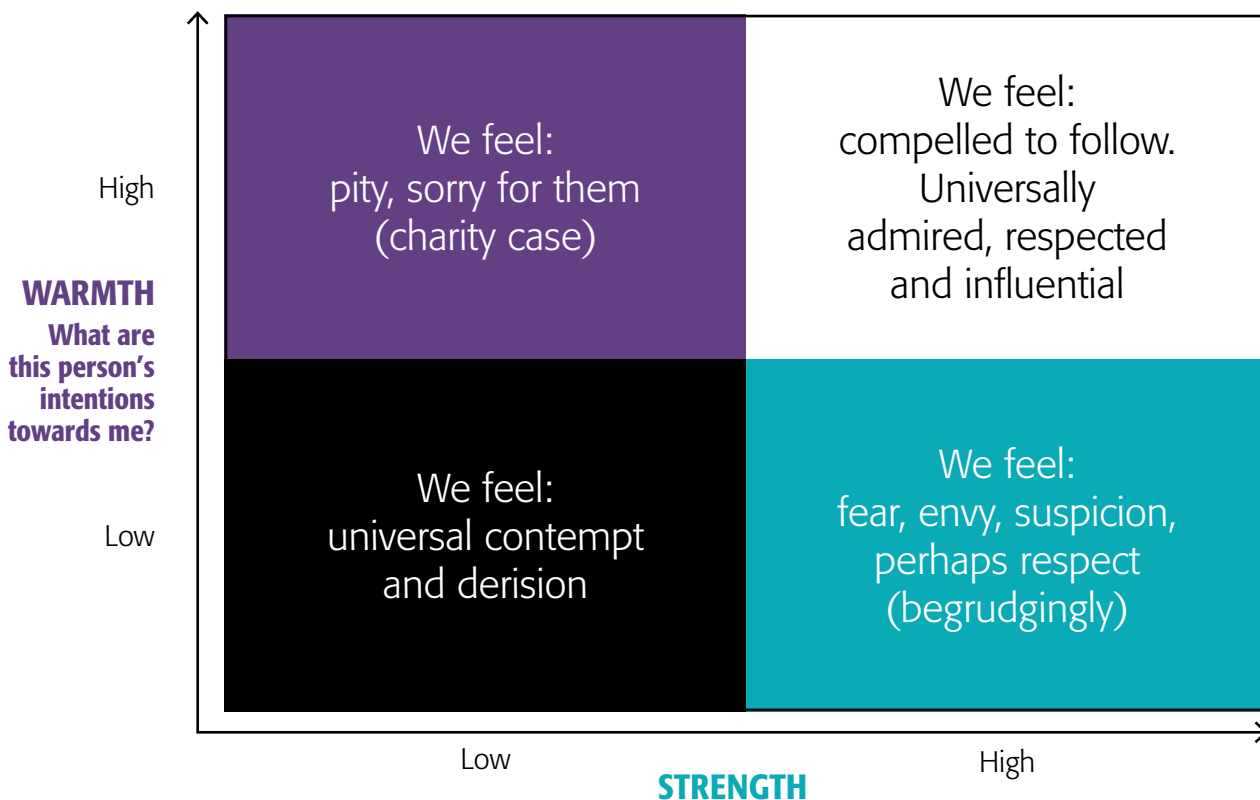
and Dogs' analogy Michael has formed a clear view that successful leaders are able to be both. (Refer to Image 1).

In arriving at her own conclusions regarding the 'people vs issue' continuum, Professor Amy Cuddy from the Harvard Business School has expressed, "To be sure, we notice plenty of other traits in people, but they're nowhere near as impactful as 'warmth' and 'strength'. Insights from the field of psychology show that these two dimensions account for more than 90% of the variance in our positive or negative impressions we form of the people around us." So, the key point

to make here is how Professor Cuddy uses the terms 'warmth' and 'strength', whilst Michael Grinder expresses the same thinking through using the alternative terms 'people' and 'issue'.

Furthermore, Shaun Kenny, Director of People of Influence, expresses these concepts using the concept of the 'Smiling Ox Paradox'. As Shaun outlines in explaining the work of Professor Cuddy in practical terms, an ox is naturally strong, but it's rare to see one that smiles. And while we all want to make good impressions, it's rare to find someone who is both warm and strong. If you're warm and weak, you may be liked but

WARMTH + STRENGTH = COMPELLING



not trusted with important work. If you're cold and strong, you're likely begrudgingly respected and possibly even feared. If you're cold and weak, you have a lot of work to do. As Shaun outlines, "For those people who are seen as both warm and strong, they are universally admired, universally respected and universally influential across cultures. The paradox is we generally see people as either warm or strong. If you can be seen as both, you are rare and you have incredible power. In summarising the Smiling Ox Paradox, Shaun poses that "It's not easy; it's a bit of a seesaw effect. As one goes up, often the other appears to go down." (Refer to Image 2).

Another trap for developing leaders is the lean which occurs towards being overly 'issue' focused as one becomes more senior. Howard Yu, a Professor of Management and Innovation, outlines that, "Psychologists have long observed that high-power individuals tend to be less sensitive to the emotions of others than those with low power. They are less willing to consider others' perspectives. They are less able to accurately infer others' emotions. The problem is that when people rise in power and status, they start to literally lose touch with

the reality of others. They transgress social norms without even knowing it. They often sour relationships and make enemies unwittingly. And their fall, if it comes, is often seeded in their previous ascendancy". So, what's the point I'm making here? It's simply that the later you start exploring (as a leader) the ideal balance between 'issues and people', the harder it will get to resist the lean towards a cold style of leadership, as you become more senior.

In summarising the concepts I have outlined through this short article, the challenge for our agency leaders (both experienced and emerging) is to be good at driving mission outcomes, whilst always remembering that our teams perform best when they are treated well and consistently respected. A key metric of leadership effectiveness is influence, more so in the world of emergency management where our direct control of outcomes is limited.

In conclusion, my experience has been those who can use influence as a key approach will likely be in a better position to achieve success than others. As Robin S. Sharma, the respected Canadian leadership author, poses, "Leadership is not about a title or a

designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and others central to the outcome being sought". ●

ABOUT THE AUTHOR

Andrew Short is the Assistant Commissioner for the SES within the Queensland Fire and Emergency Services. Andrew has extensive service in the sector over many years. He also is one of the few who by choice has undertaken leadership roles in both paid (Fire & Rescue) and volunteer (SES) emergency services. He is an advocate for life-long learning, and his 'Influence Me' leadership podcast series is an example of his ongoing commitment to leadership development.





Members of the Monsoons & Mojitos Book Club meet online

MONSOONS & MOJITOS

More than just a book club for disaster management professionals

How many networking opportunities allow you attend from home, wearing whatever you like, with your choice of beverage in one hand and a good book in the other?

Alicia **Palmer** MAIES





NETWORKING, WITH A TWIST

Over the last two years, networking has been a challenge. Face-to-face events have been impossible due to lockdowns and restrictions, and the rise of online meetings has left many weary of committing to another Zoom appointment. Yet, the need to connect with other disaster management professionals, meet people from around the world, and share experience, remained.

Monsoons & Mojitos is a book club created for disaster management professionals to meet, connect, and relax. Created in January 2022, the club has attracted 74 members from more than 10 countries around the world, with around 15 members regularly dialling in for a virtual book club meeting, held once per month. The book club celebrates the interdisciplinary nature of disaster management, reading all things disasters, resilience, recovery.

The vision was simple – to create a space that is relaxing, promotes connection, and is introvert-friendly. Standard networking opportunities can be daunting for those who are less extroverted, or introverted. Networking where there is a focus point for discussion (the book), provides an easy platform for sharing ideas and learning from the experiences of others. It was also created as a quasi-support group for disaster nerds; people who live, eat, and breathe disasters, where like-minded people can share their passion.

A FORMAT FOR SUCCESS

The book club blends professional development, networking, and fun – a format which has proven highly popular.

Utilising the *Bookclubs* app, members are able to keep up with which book is currently being read, share books they want to read, vote on polls to select upcoming reads, schedule upcoming meetings, direct message others, and rate books they have read. The platform also allows members to post messages to the group.

On the last Thursday of the month, members join a virtual Zoom meeting for one hour, to discuss the book read that month. There is no set agenda, and reading the book is not a strict requirement as attendees can still participate and share in the general discussion.

The book club has provided the opportunity for discussion on everything from burnout to lessons management, to climate change and politics.

Members have shared that they were motivated to be part of the book club so they could connect with others in the sector, and foster their love of reading. Reading a book each month is a motivating challenge, and learning from books written by authors from around the world gives greater exposure to international disaster management approaches. Members report enjoying the informal nature of the meetings, and the easy accessibility to the group through the use of the *Bookclubs* app.

RESILIENCE BUILDING IN ACTION

There is growing evidence to suggest that virtual communities have the ability to generate increased social capital. While building resilience wasn't

an explicit objective of the book club, members have benefitted from the network.

New relationships have been created beyond existing social circles, which has given members access to entirely new social circles. Through these connections, members have been able to leverage a range of resources such as leads for new job opportunities, publications and reports to assist with the development of projects and research, support for writing university and academic papers, contacts and introductions to other disaster management professionals, and increased exposure for advertised job vacancies.

Monsoons & Mojitos has developed into a community of shared interest, where there is an exchange of words and ideas – in a nutshell, a place where social capital is being fostered. ●

ALL WELCOME!

To join, follow the invite link:

<https://bookclubs.com/clubs/40517/join/58fc62/>

For more information, contact Alicia Palmer at aliciapalmer222@gmail.com



ABOUT THE AUTHOR

Alicia Palmer is the creator of *Monsoons and Mojitos*. For more than a decade Alicia has led disaster management teams at the local and state levels, honing her skills responding to a number of significant disasters in New Zealand and Australia. She is passionate about supporting disaster managers and is the Queensland Chapter Lead for the Australasian Women in Emergencies Network.

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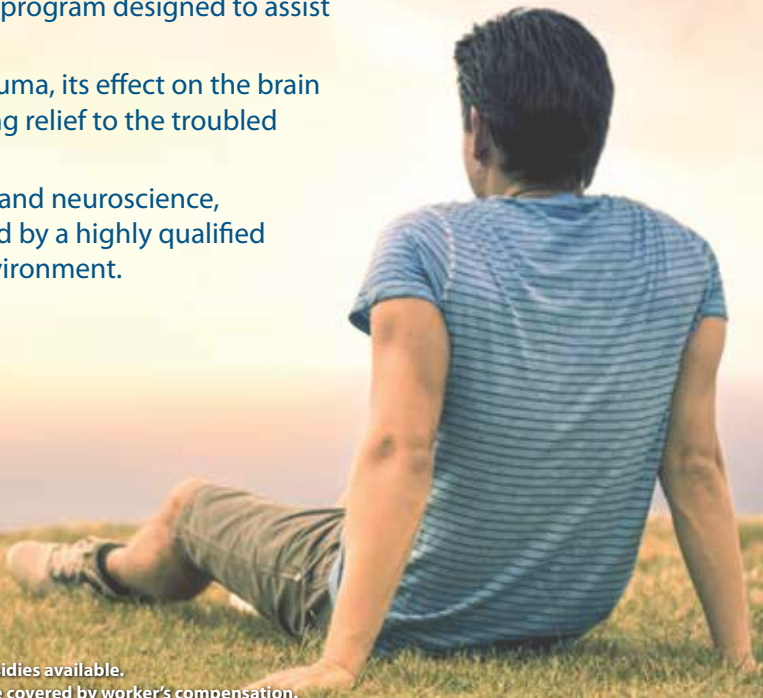
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TWENTY YEARS AFTER THE BALI BOMBINGS – ST JOHN WA REMEMBERS

This month marks 20 years since the deadly Bali bombings brought terror to Western Australia's doorstep.

St John Ambulance WA

Three bombs detonated in busy nightspots on the holiday island left 202 people dead.

Of those, 88 were Australians. Because of Perth's proximity to Bali, local St John crews – along with other vital emergency services – played a key role in treating and transporting patients who were flown to Western Australia for medical assistance.

Royal Perth Hospital became the destination for many patients caught up in the senseless act of terrorism and now, in remembrance of this tragic event, has put together

a photographic exhibition along with the WA Museum Boola Bardip.

Remembering the Bali Bombings 20 years on pays tribute to the extraordinary efforts of hospital staff and emergency first responders during that time, highlighting the single-minded focus on the arrival, survival and rehabilitation of every patient in their care.

Told through photographs from the hospital, alongside video testimonials from survivors and key medical staff, the exhibition reflects on the challenges the hospital faced in dealing with injuries of a magnitude and severity never experienced before.

It recalls the outpouring of community support, and illustrates how this event changed the way frontline services respond to mass-casualty incidents.

Attending the opening for St John WA was Acting CEO Antony Smithson, former paramedic Judith Barker, and volunteer Don Atkins.

Judith and Don, along with many St John staff and volunteers who are still with the organisation, played a vital role in the care of critically and seriously injured patients.

The exhibition is open from October 12 until February 12, 2023. ●



NSW RFS UNVEILS MEMORIAL GARDEN DEDICATED TO FALLEN FIREFIGHTERS

A memorial garden to commemorate the lives and sacrifice of NSW Rural Fire Service (RFS) members and support personnel killed in the line of duty has been unveiled at Dubbo.

NSW Rural Fire Service

Minister for Emergency Services and Resilience and Minister for Flood Recovery Steph Cooke, Member for the Dubbo electorate Dugald Saunders and RFS Commissioner Rob Rogers officially opened the memorial garden, which contains the names of nearly 100 personnel who have lost their lives protecting others.

Ms Cooke said it was important to commemorate the fallen RFS members and support personnel, who bravely stepped up in some of the state's darkest days.

"By having their names inscribed on this memorial, we honour their courage, dedication and commitment to communities across the state," Ms Cooke said.

Mr Saunders said the garden is an important memorial to honour those who have given up their life to protect others.

"We hope this provides a small measure of comfort to the loved ones of these brave RFS members and contractors, and shows that they will not be forgotten," Mr Saunders said.

Commissioner Rogers said 95 RFS members and aviation contractors have





lost their lives in the line of duty or from fire-related illnesses since 1932.

"The RFS dedicates this site to our fallen firefighters and contractor colleagues, may their names and the sacrifices they made always be remembered. They put their lives on the line to protect our state, and to show our gratitude which is why we have created this garden as a

tribute to their service, hard work and dedication to others," Commissioner Rogers said.

The RFS wishes to thank the Rural Fire Service Association (RFSA) who made a significant financial commitment towards the memorial garden.

Work commenced to design and build the memorial garden at the RFS State Training Academy at Dubbo in 2021.

Two semi-circular walls flank a bronze statue of an RFS firefighter leaning on a rakehoe, which was one of the iconic images from the devastating 2019-20 Black Summer bushfire season. A bronze propeller also recognises the lives of the crew of Bomber 134, a C-130 Hercules firefighting plane that crashed near Cooma on 23 January 2020, tragically killing three US airmen. ●



Lance King, AFSM being presented with a Certificate of Appreciation by the dinner's principal guest, Brigadier Peter Alkemade, RFD (Retd) who is the current Victorian President of the Defence Reserves Association.

VICTORIAN DIVISION DINES IN A NEW MEMBER

By Lieutenant Colonel Doug **Caulfield**, OAM, RFD, FAIES (Retd)

Vice President Victorian Division/National Board Member

Each year, for the past 36 years, a group of past and present members of the Australian Defence Force, together with past and present members of the emergency services in the Victorian regional area of Gippsland, have come together in a social setting to enjoy each other's company, network and share the mutual bond of service to the community.

This tradition started in August of 1985 and has continued on an annual basis ever since. There has been only one interruption to this annual event

when, in 2020, COVID-19 restrictions put a pause on our event.

The dinner takes the form of a 'Formal Dining-in' with silver service, white tablecloths, candelabra and all the trimmings associated with an Officer's or Sergeant's Mess dinner and held in a private dining area of a local Returned and Services League Club across the region.

For the past few years, it has been held in a central location for the Gippsland region at Traralgon.

Apart from the main theme of fellowship and networking between

defence and emergency services personnel, the event presents opportunities to hear from a high profile speaker who responds to a toast 'to the services' and delivers an update on contemporary developments across the emergency management sector, or related to recent major incidents in the region.

The dinner is also an opportunity to recognise individuals who have demonstrated long and efficient service to the community through membership of response, relief or recovery agencies.



The 36th Annual Dinner was no exception when Lance King, AFSM, was presented with a Certificate of Appreciation for more than 20 years of service with Latrobe City Council in various capacities such as Municipal Fire Prevention Officer, Coordinator Emergency Management, Municipal Emergency Resources Officer and, finally, Manager, Emergency Management.

Lance's long and distinguished career in the emergency management sector was recognised along with his long service with the Country Fire Authority (of which he is a Life Member). He has also been awarded the National Medal with bar as well as the National Emergency Medal for the 2009 Victorian Bushfires.

AIES Victorian Division was well represented at the dinner. Joining me was Victorian President Grant Coultman-Smith, OAM, VA, BJ, JP, FAIES; (Retd) State Committee member Associate Professor Brett Aimers, CSTJ, MAIES; and Emergency Management Coordinator City of Greater Shepparton Trudi Pratt, MAIES.

The event provided an opportunity also to welcome one of Victorian Division's newest AIES members, Nick Demetrios, MIAEM, who was formally presented with his Certificate of Membership, welcome letter from the National President and a lapel badge. Nick is currently the Principal Manager Security and Emergency for AGL and is based at the AGL Loy Yang A power station near Traralgon. ●



Under the watchful eye of His Royal Highness King Charles III, AIES Victorian Division President Grant Coultman-Smith presented new AIES (Victoria) member Nick Demetrios with his Certificate of Membership and lapel badge as Brigadier Peter Alkemade, RFD (Retd) looks on.

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POLICE TRAIN 63 NEW PERSONNEL TO SUPPORT LGBTIQ+ VICTIMS

More than 60 members from across Queensland gathered in Brisbane for a two-day awareness course to provide discrete support and non-judgemental advice to our LGBTIQ+ community on police-related matters.

QLD Police

Upon completion, they will join the more than 150 existing LGBTIQ+ liaison officers working in police stations around the state.

The program, delivered to the 63 sworn and unsworn members, will encompass topics that directly impact the LGBTIQ+ community including mental health, domestic and family violence, youth issues, experiences of transgender people and support for intersex people.

LGBTIQ+ Liaison Program State Coordinator Sergeant Rodney Bell said he was impressed by the support the program was receiving around the state.

"We have had members from all around Queensland register for this course, which not only shows a need for the program in all areas of the state, but also demonstrates the commitment our districts have made to improve experiences for members of the LGBTIQ+ community," Sergeant Bell said.

"We have sworn police, Police Liaison Officers and administration officers attending this course – all of whom are open to learning how they can better support people who identify as LGBTIQ+.

"The more we can raise awareness within the QPS of the particular issues faced by LGBTIQ+ people, the better we can work to address their areas of concern and prevent discrimination or vilification."





Program coordinator Sergeant Rodney Bell.



Senior Constable Ben Bjarnesen and Detective Senior Sergeant Sasha Finney.



Senior Constable Tara Buckley from Cairns Police Station said the program would assist her in providing valuable support to diverse people in her city.

"As a general duties police officer, I encounter a variety of people each day, all of whom have diverse needs and experiences we can assist with," she said.

"I'm looking forward to using what I've learned through this course to

provide better support to LGBTIQ+ people in Cairns and throughout Queensland.

"Everyone deserves to feel safe and that they can approach police when they need us.

"It is up to us as the QPS to take a step towards better understanding the struggles everyday people experience and provide a service to address those issues." ●

The QPS website has a dedicated page for LGBTIQ+ communities, including contact information for LGBTI liaison officers around Queensland: <https://www.police.qld.gov.au/police-and-the-community/lgbtiq-communities>



AUSTRALASIAN WOMEN IN EMERGENCIES DAY

Goldie Pergl has been a member of the Victoria State Emergency Service (VICSES) for six years, and recommends the Australasian Women in Emergencies (AWE) Network – of which she is a member – to her female colleagues whether they are starting out, or interested in mentoring.

VIC SES

Women have an equal part to play in emergency management,” says Goldie. “We have equal responsibility to care for our communities, so we need to be involved.”

In addition to offering networking and support, the group offers female responders a chance to discuss some of the challenges of working in emergency management, as the sector undergoes a cultural change inclusive of more women.

“I was an administrative worker at a university when I joined,” says Goldie. “Now I can drive a truck, and have been on deployments. I’ve been an Incident Controller and a crew leader. If you want to grow and put yourself in a position to grow, volunteering is the way to go. It’s even had benefits to my career.”

At VICSES, the participation rate of women amongst our volunteers is at 37 per cent of the workforce – one of the highest in the sector – but Goldie says there is still more progress to make.

“Women have traditionally been seen as carers,” says Goldie. “Men have come in wanting to get in on the tools but, as a woman who loves getting on the tools, I think there’s room for both. Women can do the technical work, men can have a caring role, or vice-versa.

“Gender shouldn’t matter.”

VICSES recently rolled out new female personal protective clothing, including appropriately-sized gloves. “With the new uniforms, getting on the tools is so much easier,” says Goldie.

“Women can do the role, but one of the biggest challenges was getting rigger’s gloves – necessary to operate

the tools – that fit me. They were like clown gloves on me!”

AWE has mentoring as well as networking, things like morning teas and after-work drinks. “These opportunities are important,” says Goldie, “so you can have a chat about challenges at your unit or at work.”

“Being able to talk to someone who understands where you’re coming from is really helpful, and helps to retain women in the service as they gain skills and build a career; women who otherwise might have left.”

AWE also has scholarships for professional development, job opportunities, and mentoring programs. It’s even free to join.

For more information, see <https://www.agec.org.au/our-members/women-in-emergencies-network> ●



NEW AND REBUILT AMBO STATIONS FOR HARD-WORKING AMBOS

A \$187.2 million investment will deliver a massive health infrastructure boost to deliver brand new and completely rebuilt ambulance stations to support our hard-working ambos to care for South Australians.

SA Ambulance Service

Funding will deliver five new state-of-the-art stations, including a new city ambulance station, completely rebuilding four stations, and upgrading another 10 stations.

The massive South Australia Ambulance Service (SAAS) renewal program includes:

- A new CBD SAAS headquarters, with a co-located city ambulance station
- Four new ambulance stations at Norwood, Woodville, Golden Grove and Edwardstown
- Completely rebuilding four stations at Campbelltown, Mount Barker, Gawler and Victor Harbor
- Upgrading a further 10 stations at Marion, Elizabeth, Whyalla, Mount Gambier, Keith, Peterborough, Mallala, Goolwa, Wallaroo and Aldinga.

The new central SAAS headquarters will also include a boosted and brand new Emergency Operations Centre for teams responding to triple zero calls and dispatching ambulances, and a new State Health Control Centre to focus on ramping.

The funding is in addition to plans for an extra 350 extra ambos to strengthen the workforce and get emergency care to South Australians when they most need it.

Today's milestone funding announcement comes on SAAS Appreciation Day, when South Australians are encouraged to show their support and say thanks to our state's ambos.

"Many of our existing facilities are no longer meeting our needs as we grow and deliver new and innovative

services. This investment will give our hardworking staff the modern facilities needed to better respond to the community," SAAS Chief Executive Officer, Rob Elliott said.

"It's critical that we move our headquarters to a location that would better safeguard us in the event of a major infrastructure fail. Our emergency operations control centre has operated out of the existing HQ for 45 years and it's time to shift to a bigger, purpose-built space.

"This is an incredibly exciting new chapter for SAAS which is providing our staff with a real sense of optimism. Our patients deserve world class emergency ambulance care, and we look forward to supporting them in their time of need." ●



STATEMENT FROM NORTHERN TERRITORY ATTORNEY-GENERAL AND MINISTER FOR JUSTICE CHANSEY PAECH

The Territory Labor Government is introducing Enforced Corrections Orders to break the cycle of reoffending, prioritise victim safety, support victims of crime, and hold offenders accountable.

Legislation introduced into Parliament [13 October, 2022] will reform mandatory sentencing and mandatory non-parole periods for a limited range of offences (excluding murder, sexual offences, and assaulting a police officer or emergency worker), and will:

- allow judges to sentence offenders to enforced behaviour change programs,

work or training requirements, or life skills programs monitored and enforced by corrections, and

- increase penalties for breaches of Domestic Violence Orders and will require judges to consider the risk of domestic violence and how it should be mitigated.

Under these reforms, judges will have the power to use two new

sentencing orders, both of which can be accompanied with a Work Direction, sentencing offenders to complete work or training requirements.

The new Enforced Correction Order will address reoffending through enforced community supervision. Offenders will be subject to community work and enforced behaviour change, life skills, and training programs.



The new Enforced Intensive Correction Order will apply to more serious offending and is a custodial order that is served in the community and can be imposed with a term of imprisonment. It includes mandatory intensive supervision, curfews, electronic monitoring and enforced behaviour change, life skills, and training programs.

Both orders will be accompanied by new, enforced behaviour change programs will be developed from evidence-based approaches to stopping reoffending, and co-designed with victims' services. We will consult with victims of crime, health professionals, police and the community over the next 12 months. These new programs will be in place before the new laws take effect in the second half of 2023.

These legislative changes are in response to the NT Law Reform Committee Report into Mandatory Sentencing and Community Based Sentencing Options, with the work aligned to the:

The Territory Labor Government is introducing these reforms to improve community safety, victim safety, protect victims of crime, and hold offenders accountable with real consequences for their actions.

- Aboriginal Justice Agreement
- Domestic, Family and Sexual Violence Framework 2018-2028
- Domestic, Family and Sexual Violence Inter-Agency Coordination and Reform Office (DFSV-ICRO) policies.

"If we want safer communities, we must break the cycle of reoffending," Attorney-General and Minister for Justice Chansey Paech said.

"The Territory Labor Government is introducing these reforms to improve community safety, victim safety, protect victims of crime, and hold offenders accountable with real consequences for their actions.

"I speak to victims of crime, survivors of domestic and family violence, and affected communities across the Territory, I hear their stories, and I share their frustration.

"Over the next 12 months we'll be back; we will consult with victims of crime, health professionals, police and communities across the NT to design new behaviour change programs that are right for local communities, and actually work to prevent crime.

"The message we are sending today is that the revolving prison door stops here – this legislation is about breaking the cycle of reoffending, protecting victims of crime, prioritising victim safety and putting offenders to work." ●

FAMILY AND SEXUAL VIOLENCE INVOLVING POLICE POLICY

Tasmania Police

SUPPORTING VICTIM-SURVIVORS AND HOLDING OFFENDERS TO ACCOUNT WITHIN TASMANIA POLICE.

The Tasmanian Government is committed to eliminating family and sexual violence within the community.

Violence against anyone – in any form – is unacceptable, and Tasmania Police is committed to supporting victim-survivors and pursuing offenders, holding them to account and preventing them from further offending.

As such, Tasmania Police is committed to ensuring a pro-intervention response in relation to family and sexual violence matters involving police members.

The *Family and Sexual Violence Involving Police Policy* has been developed by Tasmania Police's Professional Standards Command and the Safe Families Coordination Unit to ensure the safety, wellbeing and interests of victims of family and sexual violence involving police.

The Policy provides clear direction for the response, investigation and management of family and sexual violence involving police, as well as the establishment of an independent Review Committee which will ensure the impartial and objective review of all incidents of family and sexual violence involving police.

Tasmanian Police is committed to ensuring the continual improvement of Tasmania Police Policy procedures and practices where opportunities are identified to address incidents where family and sexual violence involves police members.

Adoption of this Policy will help to promote trust and accountability in the community that the Tasmanian Police response to members who are victims or perpetrators of family violence and sexual violence is fair, appropriate and in accordance with the law.

THE FAMILY AND SEXUAL VIOLENCE INVOLVING POLICE REVIEW COMMITTEE

A key feature of the *Family and Sexual Violence Involving Police Policy* is the establishment of the Family and Sexual Violence Involving Police Review Committee (Review Committee).

The Review Committee is the key body within the review structure for family and sexual violence involving Tasmania Police members and has been established to provide assurance to parties of family and sexual violence involving police that such incidents will be reviewed with impartiality.

“Violence against anyone – in any form – is unacceptable, and Tasmania Police is committed to supporting victim-survivors and pursuing offenders, holding them to account and preventing them from further offending.”

The Family and Sexual Violence Involving Police Review Committee (the Review Committee) will be led by Independent Chair Ms Deborah Bailey and comprise of internal and external subject matter experts from Professional Standards, Legal Services, a victim representative/advocate, the Safe Families Coordination Unit advisory members including the Inspector

Professional Standards, Sergeant – Police Family Violence Investigator and Wellbeing Support Services.

The Review Committee will be responsible for making timely recommendations and providing advice regarding incidents under investigation and for making recommendations to ensure the continued improvement of attendance, actions and management of these incidents.

FAMILY AND SEXUAL VIOLENCE INVOLVING POLICE REVIEW COMMITTEE – CHAIR AND MEMBERS

CHAIR – MS DEBORAH BAILEY

Ms Bailey was recently the Principal Solicitor for the Women's Legal Service Tasmania and brings with her a wealth of experience including Director of the National Redress Scheme, and Director – Royal Commission into Institutional Responses to Child Sexual Abuse. Ms Bailey also has experience as a family violence counsellor and was a former police officer with Victoria Police.

REVIEW COMMITTEE MEMBERS

Members of the Review Committee include:

- Commander Professional Standards
- Legal services representative
- Victim representative/advocate
- Safe Families Coordination Unit representative.

Tasmania Police advisors to the committee:

- Inspector Professional Standards
- Police and Sexual Violence Investigator
- Wellbeing Support Services representative.

The function of the Review Committee is to review Tasmania Police attendance, action and management of family and sexual violence incidents involving sworn members of Tasmania Police. It is not a decision-making body.



As the Review Committee is separate from the initial response and actions, it is well placed to review matters in an impartial and objective manner, and is also responsible for making broader recommendations for amendments to Tasmania Police policy, procedures and practices, where opportunities for improvement are identified.

FREQUENTLY ASKED QUESTIONS

WHAT SHOULD I DO IF I AM A VICTIM OF FAMILY OR SEXUAL VIOLENCE INVOLVING POLICE?

Anyone who is the victim or a witness to family violence should not hesitate to contact police or an assistance service.

All violence is unacceptable, and family violence should not be tolerated. If you hear, see or know of someone who is affected by family violence – or if you are a victim of violence or abuse – please speak up.

If you are a victim of family or sexual violence involving a police officer, we are aware that you may be reluctant to report it, as you may not want your colleagues to be aware of your personal circumstances.

If you do not feel comfortable making a report via the Police Assistance Line or at a local police station, you can make a report through Professional Standards on 6173 2158 or complete a Statement of Complaint and email it to familyviolence.professionalstandards@police.tas.gov.au.

Alternatively, you can contact the Tasmanian Government's Family Violence Response and Referral Line on 1800 633 937 – which offers an information and referral service through which callers can access the full range of response, counselling, information and other support services.

In an emergency, always call Triple Zero (000).

A list of support services is available from the 'Support' section at the bottom of this page.

WHAT HAPPENS WITH REPORTS OF PAST (OR HISTORICAL) INCIDENTS INVOLVING CURRENT MEMBERS?

The barriers to reporting family and sexual violence can lead to past or historical matters being reported many years after the abuse occurred.

Past or historical matters are those that have not occurred recently – where victim safety is no longer immediately at risk or where an offence no longer falls within statute of limitation timeframes.

Classification of an incident as 'past' is at the discretion of the Divisional Inspector/Duty Officer and should also be informed by the present likelihood of the reported behaviour adversely affecting the safety, wellbeing and interests of a party to family and sexual violence.

Past or historical matters can be reported directly to Professional Standards by phone, email, or written statement. Professional Standards is then responsible for classifying and determining the most appropriate management of the incident. ●

LINKS TO SUPPORT SERVICES

- The **Family Violence Counselling Service (FVCSS)** offers professional specialised services to those affected by family and sexual violence. FVCSS works with a range of services across government and the community sector. Contact can be made by calling 1800 608 122 between 9am–midnight weekdays and 4pm–midnight weekends and public holidays. Further information can be found at **Family Violence Counselling Service (FVCSS)**.
- **Engender Equality** also offers a therapeutic service to anyone in Tasmania who is affected by family violence. Engender Equality has services in Hobart, Launceston and North West Tasmania and contact details can be located at **Engender Equality**.
- **Sexual Assault Support Service (SASS)** provides a free and confidential support service for southern Tasmanian people of all ages who have been affected

by any form of sexual violence. In the north, north-east and north-west of Tasmania, **Laurel House Sexual Assault Support** also provides free and confidential support for people affected by sexual violence.

- Other service providers in Tasmania include **SafeChoices** which provides practical support, advice and referrals to support services for those people experiencing family and sexual violence. Further information for this program can be found at **SafeChoices Relationships Australia (Tasmania)** also provides relationship support services. They are a community-based, not for profit Australian organisation with services with the aim to support all people to achieve positive and respectful relationships.
- On a national level there is a 24 hours, 7 days a week, confidential family and sexual violence

information, counselling and support service available through **1800RESPECT** (1800 737 732).

- Information on the response to family and sexual violence incidents involving police can be found in the Tasmania Police Manual, available on the Routine Information Disclosures page of this website at: **<https://www.police.tas.gov.au/information-disclosure/routine-information-disclosures/>**

WELLBEING SUPPORT SERVICES (TASMANIA POLICE)

Wellbeing Support is available to members (and their families) to assist with support during any experience of family and/or sexual violence, in addition to the pro-intervention approach.

If you need support, please contact 6173 2873 or email wellbeing@dpfem.tas.gov.au at any time.

MERCHANDISE

The AIES now has polo shirts and caps available for purchase. Pictures of the shirts and caps are shown below.

To make an order:

- Complete and return this order form to the following email address: treasurer@aies.net.au
- or post to PO Box 2469, Chermside Centre, Qld 4032
- or by telephoning 0418 726 224 (after business hours)

Inquiries are to be directed to treasurer@aies.net.au or by telephoning 0418 726 224.

Allow 4-5 weeks for delivery as some sizes may not be in stock.

Invoice for payment will be issued once goods are in stock.

MERCHANDISE ORDER FORM



Polo Shirt

\$40 each
including postage & handling fee



Cap

\$12.50 each
including postage & handling fee

NB: The best way to find a shirt that fits: lay a polo flat on a table and measure under the armpit, from armpit to armpit then match to get the sizing below.

POLO SIZE	MEASUREMENTS	QUANTITY
X Small	Chest 48 – Front Length 67.5	
Small	Chest 51 – Front Length 70	
Medium	Chest 54 – Front Length 72.5	
Large	Chest 58 – Front Length 75	
X Large	Chest 61 – Front Length 77.5	
2X Large	Chest 63 – Front Length 80	
3X Large	Chest 66 – Front Length 82.5	
4X Large	Chest 68 – Front Length 85	
5X Large	Chest 71 – Front Length 87.5	
OTHER GOODS		
Cap		

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MEMBERSHIP INFORMATION

Membership forms are available online at www.aies.net.au

NATIONAL COUNCIL

National Secretary
Mobile: 0428 531 302
Email: secretary@aies.net.au
National website: www.aies.net.au

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The Secretary
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VICTORIA

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Email: secretary.vic@aies.net.au

WESTERN AUSTRALIA

Email: secretary.wa@aies.net.au

Please forward all mail for all divisions to:

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Emergency Services
PO Box 2469,
Chermside Centre, Qld 4032

THE INSTITUTE'S AIMS

To provide a professional body for the study of the roles and functions of Emergency Services and Emergency Management Organisations throughout Australasia, and the promotion and advancement of professional standards in these and associated services.

THE INSTITUTE'S OBJECTIVES

- To raise the status and advance the interests of the profession of emergency management and counter-disaster services administration.
- To represent generally the views and interests of the profession and to promote a high standard of integrity and efficiency in the skills of emergency and counter-disaster administration.
- To provide opportunities for association among members and students to promote and protect their mutual interest.
- To facilitate full interchange of concepts and techniques amongst members.
- To bring to the notice of the public such matters that are deemed to be important for safety and protection of the community and to promote research and development of emergency services generally.
- To establish a national organisation to foster international co-operation in counter-disaster services administration.

THE INSTITUTE OFFERS

- An opportunity to be part of a progressive Australasia-wide Institute dedicated to the progression and recognition of the Emergency Service role in the community.
- An independent forum where you can be heard and your opinions shared with other emergency service members.
- A journal with information from institutes and other sources around the world in addition to the interchange of views between Divisions in Australia, as well as access to the Institute website.
- Reduced fees for members at Institute Seminars and Conferences and an information service supplied by professional experienced officers.
- A Certificate of Membership.
- The opportunity to use the initials of the particular membership status after your name.
- Corporate members receive a bronze plaque free of charge and can advertise on the AIES website, as well as provide articles for inclusion in the Institute's journal.

MEMBERSHIP

Costs
Annual Subscription: \$60.00
Fellows: \$80.00
Corporate Subscription: \$500.00
Note: Institute Fees may be tax deductible.

CLASSES

There are four classes of membership:
• Members • Fellows • Life Fellows • Corporate
There are five categories of affiliation with the Institute that may be offered to persons who do not meet the requirements for membership:
• Associate • Student Member • Retired Member
• Honorary Member • Honorary Fellow

ELIGIBILITY

Applications for membership will be considered from persons who are at least eighteen years of age and who:
• Are members of a permanent emergency service or associated service, or
• Are volunteer members of emergency or associated services.

Admission as a member may be granted if in the opinion of the General Council the applicant meets all other conditions of membership and passes such examinations and/or other tests as may be required by General Council.

MEMBERS

Our members come from
• Ambulance Service • Community Services • Emergency Equipment Industry • Emergency Management Organisations
• Fire Services • Health, Medical and Nursing Services • Mines Rescue • Police and law enforcement agencies • Safety Officers • SES • Transport Services • Volunteer Marine Rescue
• Volunteer Rescue Associations



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