

JANUARY 2021

# OUR PEOPLE MATTER

*Building bright new futures for QPS workplaces*



*Rockhampton Station getting around their new HealthStart Hub!*

Well, would you look at that. We swear the end of the year went something like November, blink, end of January – do you feel the same?

By now you're probably well into the swing of things for the new year and for some of you, you might be busy preparing (or recovering) from the back to school and back to work rush.

With a new year comes new goals for all of us, whether it be losing that illusive few kilos, achieving a bit more work life balance or even just creating some new habits. Whether you intentionally set these goals, they're always there and the new year is a great time to evaluate our goals of times gone by and our future-state.

So, with that in mind this edition is all about practical ways we can work to achieve these goals and some helpful tools to get you started. But this is no new year, new me cliché; these are some simple goals which we've all probably set for ourselves without even realising it.

But before we get too ahead of ourselves, there is one goal we would love you to consciously think about and that's taking advantage of some Our People Matter funding!

Do you have a great idea, initiative or activity to kick off the year? Our People Matter funding is still available via a grant process and we are now in the March 2021 funding submission round. It doesn't matter how big or how small your idea is, simply chat to your Principal Workplace Champion to get the ball rolling for your funding.

Lastly, we wanted to share with you some exciting little hubs you may have seen around your workplace. In partnership with Bupa, HealthStart have distributed 200 HealthStart Hubs across the state for you to use to keep yourself on track!

The hubs include a blood pressure monitor and a tape measure for you to take your waist circumference measurements along with easy to follow instructions, information for interpreting your numbers and helpful educational tips to keep you on track.

Stay tuned for more information HealthStart about these hubs and if you have any questions, feel free to contact the HealthStart team.



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# Recommendations for our people, by our people.

Below we've shared our recommendations for what to do, watch, read or listen and digest in this month's edition:



Talking about goals, is one of yours to get into the housing market for the first time? Well QSuper have got just the thing for you to mark down in your diary and get cracking on.

The First Home Super Saver Scheme – or FHSS Scheme – allows you to add extra to your super and buy your first home sooner.

Sounds simple, right? The scheme aims to make it easier for you to buy or build your first home, but as with anything, there are rules around who can use the FHSS and when you can get your money out.



To break it down, if you're a single person you could make super contributions of up to \$15,000 per year, up to a total of \$30,000.

If the people you are buying a home with are also eligible for the scheme, they can make the same contributions and an eligible couple could potentially put a total of \$60,000 towards their deposit from their super.

Once you've saved as much as you need to or have reached the limit, you can apply to withdraw the contributions you've made and purchase your dream home.

There's some "t's and c's" to be mindful of though and you'll need to check the limits on how much you can contribute to your super each year before needing to pay extra tax.

There's also some conditions around who is eligible and the time constraints. It's best to seek some advice on this before you get started in kicking your savings goals and [check out all the information here on the QSuper website](#).

Has this got you inspired to get house hunting? Stay tuned to the Our People Matter Workplace Group for some information on an upcoming webinar where you can find out more about the scheme.

In the meantime, we'll be sitting here scrolling realestate.com.au...



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## TO WATCH, READ OR LISTEN!

Is one of your resolutions to binge Netflix a little-less (hey, we're not saying you have to cut it out.. can anyone say every season of *Brooklyn 99*?) and read a bit more?

We've rounded up a few of our favourite reads to get you inspired to turn a few pages and help your mind switch off.

### 1. Dog on It: A Chet and Bernie Mystery by Spencer Quinn

Told through the eyes of Chet, a lovable pooch who flunked out of police dog training, this light-hearted read is sure to resonate with anyone who's fond of a good crime solving read but is looking for a new voice to tell the tales.

The first in a series, Dog on It tells the tale of Chet and Bernie (the human private investigator) as they investigate the disappearance of a teenage girl. In telling the story, Chet is full of heart and occasionally prone to mischief while showcasing the intense loyalty of our canine friends. Bernie on the other hand is distracted by issues that plague us all such as divorce and child custody – issues that Chet has trouble understanding – but ones we can all resonate with.

### 2. The 7 Habits of Highly Effective People by Stephen R. Covey

Have you ever thought about what are some of the simple things you could be doing to navigate your life differently? Well look no further than this book!

Now in its 25th year of circulation, *The 7 Habits of Highly Effective People* sets out a model and guiding principles for how you can become more effective in your personal and professional lives.

Often included in many corporate to-read lists, this one shouldn't be overlooked and we recommend giving it a go, or perhaps refreshing yourself if you're familiar with the principles, before tackling some of those new years goals you've set yourselves.

### 3. My Sister's Grave by Robert Dugoni

Something for the mystery-lover in all of us (come on, we work for the police, you know you love it), *My Sister's Grave* is the first in its series by Robert Dugoni.

Centred around the life of Tracy Crosswhite, a Seattle homicide detective, the first installment takes Tracy back to her hometown after the remains of her sister turn-up, 20 years after her disappearance.

Full of twists and turns but far enough removed from our regular environment, this one is sure to keep you on the edge of your seat and get you hooked on the tales of Tracy Crosswhite as she continues to investigate the goings on in Seattle as the books progress.

***Do you have a book recommendation? Share it on the Our People Matter Workplace Group!***



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# TO DIGEST!

Lastly, have you set yourself a goal to eat more home cooked meals this year?

We know this is a hard one to achieve, particularly while we all balance increasingly busy work schedules and the demands of shift work. Enter HealthStart who are coming to your rescue and have five tips to get you started to eat more home cooked meals.

## 1. Choose whole foods

If it's not in the five food groups and you can't name the ingredients, think again, there's a better choice close by! Think fruit, vegetables, nuts, yoghurt and grains and you're on the right track.

## 2. Keep it simple

Use salad bags, frozen veg, tinned fish, lentils and legumes, fresh and dried fruit, nuts and wholegrains. Learn how to mix up a few olive oil-based dressings for salads, make your own simple stir fry sauces and don't underestimate how good fresh fruit and vegetables are for snacks!

## 3. Plan your meals

Failing to plan is planning to fail. Planning will help you to recognise the times you are short on time to cook.

For busy times plan to eat a frozen meal or something really quick and easy like eggs and veggies or a good old tin of baked beans, instead of relying on take away.

## 4. Build good habits

The secret to achieving your goals is having good systems. If you want to cook more meals at home you should consider having a set day to plan your meals, write your shopping list, do your grocery shopping and cook extra meals for the freezer.

## 5. Start small

If cooking is new to you, don't plan to cook every night. Instead start by picking one night each week to cook a meal and gradually to build up your skills and confidence in the kitchen.

Want more? How about five simple recipes to get you started too:

[1. BBQ Beef and Chargrilled Corn Salad](#)

[2. Smokey Vegetable Chilli](#)

[3. Vege bolognese pasta bake](#)

[4. One pot Indian chicken and rice and serve with steamed greens](#)

[5. Lemon pepper and salmon tray bake](#)



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