

OUR PEOPLE MATTER

e-Newsletter December 2022

A year not to be forgotten

We are deeply saddened by the news of fallen Constables, Rachel McCrow and Matthew Arnold, with 2022 forever being remembered for the loss of these wonderful colleagues from Tara Police Station.

Acknowledgements also go to Constables Keely Brough and Randall Kirk, and the Special Emergency Response Team, for their brave actions during the crime.

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This year, Our People Matter strengthened partnerships with two additional unions, farewelled DC Doug Smith from the portfolio and welcomed A/DC Shane Chelepy, Strategy and Corporate Services.

With Christmas upon us, stay safe and enjoy much needed time with family and friends. We look forward to seeing you in 2023.



A blue end to 2022

The loss of two of our accomplished and much-loved Queensland Police Service Constables has affected each of us deeply.

We will continue to grieve and process the loss of Rachel McCrow and Matthew Arnold, and encourage all QPS members to watch out for their colleagues, friends and themselves and seek support when needed.

The QPS offers internal support services with psychologists and social workers, police chaplains and peer support officers ready to take your call. Additionally, the following external support services are available: 1800 ASSIST 1800 277 478, Lifeline 13 11 14 and Beyond Blue 1300 22 4636.

Rest in peace Rachel and Matthew. With honour they served.



Latest news

Our People Matter (OPM) is an important strategy committed to prioritising the physical and mental health, and safety and wellbeing of all employees and their families to create a positive working environment.

With the recent retirement of Deputy Commissioner Doug Smith, the portfolio has transitioned to A/Deputy Commissioner Shane Chelepy, Strategy and Corporate Services. Two additional unions have also come on board, with the Australian Manufacturing Workers Union and United Workers Union joining the QPCOUE, QPUE and Together Queensland to help guide the strategy.

Principal Workplace Champions and Workplace Champions

When the OPM Strategy was first revealed in 2018, there was a real drive for members to champion this member strategy and the benefits of embracing the four pillars: Healthy Bodies, Healthy Minds, Safe Workplaces, Fair and Positive Workplaces.

Since then, with the organisational restructure and multiple staff changes, the champion pool has reduced. Whilst Commissioner Katarina Carroll, the Executive Leadership Team and all union representatives continue to promote the strategy, we encourage you to drive initiatives in your area by;

- becoming a Principal Workplace Champion – refer to the OPM SharePoint page for more information about the role of a champion and to view the *OPM Champions Program Introduction* and the *OPM Champion Resource Toolkit*,
- applying for funding for your team to improve minds, bodies and workplaces – refer to the OPM SharePoint page for links to the *OPM Funding Application* and the four *OPM Strategy* pillars.

OPM Steering Committee meetings

The final Steering Committee meeting for 2022 was held in November. The agenda included the Secretariat's report;

- outcomes from the pilot statewide speaker event held in Logan with neuroscientist Professor Selena Bartlett,
- expenditure to date in Q1 and Q2, current budget and future funding options,
- sponsorship agreement progress with QSuper and QBank,
- engagement with Principal Workplace Champions (PWC) and Workplace Champions (WPC).

Plus,

- report by the Transition to Retirement Subcommittee,
- statewide activities of priority aligned with the four Our People Matter strategy pillars,
- brand refresh,
- proposed training for PWC's, WPC's, Health and Safety Representatives and Trained Safety Advisors.

OPM Funding Subcommittee meetings

Monthly meetings were held to determine funding applications which are received through the OPM SharePoint (QPS intranet) page. The Subcommittee membership consists of representatives from Safety and Wellbeing, the Communications, Culture and Engagement Division, and the five employee unions, QPCOUE, QPUE, Together Queensland, Australian Manufacturing Workers Union and the United Workers Union.

A new data collection method for funding applications is being developed which will simplify the entry process, streamline approvals and give more transparency to the funds being allocated statewide. Please forward your improvement suggestions via your Principal Workplace Champion to ourpeoplematter@police.qld.gov.au.



A message from our sponsor QSuper

Five easy ways to grow your super today

Just as you keep track of your bank accounts or other money, keeping track of your super can help you take control of your financial future.

As we approach the start of a new year, this may be the ideal time for you to review how you've done money-wise over the past 12 months, and how you might plan for the year ahead.

When it comes to super most Australians have a "set and forget" approach.

Super is the longest-term investment you will ever have, so figuring out how you might maximise your super contributions could help you live your best retirement.



Super Insider podcast

QSuper is now a part of Australian Retirement Trust, the fund formed following a merger with Sunsuper and members have been enjoying the fund's new [Super Insider](#) podcast.

It's an informative guide to superannuation, planning for retirement, and what the economy and investment markets mean for your super from those in the know.

Recently Australian Retirement Trust Member Education Officer, April Smith, joined our Head of Advice, Anne Fuchs, to share her top tips for making the most of your super right now in an episode titled '**Five easy ways to grow your super today**'. You can watch it [here](#).



What else can you do?

QSuper account holders can simply log in to [Member Online](#) anytime to get a clear picture of your super balance, how much you and your employer have contributed, fees and insurance premiums that have come out of your account, and any money you've rolled in from other super funds.

Our People Matter events

On Tuesday, 11 October, Our People Matter piloted a Speaker Series in the Logan District. Professor Selena Bartlett Ph.D., world-renowned and widely published author and commentator on the neuroscience of stress and resilience, presented to QPS members at Fitzys Loganholme.

Professor Bartlett explained why our brains do what they do, and imparted practical methods using the brain's neuroplasticity response, to improve daily health, happiness and resilience.

Attendees also heard from Fortem, QBank and QSuper. The event was livestreamed to Workplace and recorded for later viewing to ensure all members have the opportunity to access this vital information.



Around the state - a snapshot



Remembering

Arnold and McCrow Remembrance Fund

The Queensland Police Union of Employees (QPUE) has established a fund for our fallen colleagues, Constable Matthew Arnold and Constable Rachel McCrow.

For those who may wish to contribute, the details are:

Arnold & McCrow Remembrance Fund

BSB: 704052

Account: 100 211 820

Ref: Your name

Please note QBANK members are able to use the above details and the system will update it to 387175 S1.6.

Thank you to everyone, across the entire Service, for the support you are showing your colleagues and their families.



We also remember all police and civilian colleagues who have passed during 2022. For cultural reasons we have chosen not to name these members. May they rest in peace.



PD Quizz missing in action

The beginning of 2022 was also a difficult time for the QPS family, and in particular for members of the Ipswich Dog Squad, following the disappearance of Police Dog Quizz.

PD Quizz became separated from his handler whilst tracking a suspect in Redbank Plains.

The search response and community support to find Quizz can only be described as humbling as up 780 people assisted during the first week of the search effort.

The State Dog Squad continues development of a fit for purpose solution to address the issue of tracking devices on our police dogs. This work has been on-going and a trial of the proposed tracking solution is currently underway.



Our People Matter Super Bakers

It's been some time since we featured a sweet treat, and we have the pleasure in sharing this divine offering from Kathy Couchman, Project Officer in the Working for Queensland Survey team.

Kathy is the star contributor of baked goodies for Change and Engagement and State Intelligence, and recently she excelled herself with this lemony perfection which we thought you'd love.



Cream Cheese Slice

Ingredients

- 1 packet Morning Coffee biscuits
- 1 tin condensed milk
- 250g philly cream cheese (do not use 'light')
- 60g copha
- 60g butter
- 2 lemons juiced (extra for icing)

Method

- Line a slice tray with baking paper
- Lay out biscuits to cover the base
- Soften copha, cream with butter, milk then cheese. Beat well
- Add lemon juice (add enough to your taste preference)
- Pour filling over biscuits and spread evenly
- Top with remaining biscuits. Ice with lemon icing
- Refrigerate overnight then slice

**Send your favourite recipes for inclusion in
the next e-Newsletter to
ourpeoplesmatter@police.qld.gov.au**