



# Queensland Police Union

2020-21 Pre-Budget Submission



January 2020

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## Foreword

The Queensland Police Union of Employees (QPU) welcomes the opportunity to provide a submission to the Australian Government's Pre- Budget 2020-21 consultation process.

Every day Queensland police work tirelessly to ensure the safety and security of our community. Police officers around the state show courage and dedication in exercising their duties. Police don't seek credit for this work, it is their job, however they do reasonably expect to be supported by all tiers of Government for their time, expense and sacrifice in performing their duties.

In 2018 -19 the Queensland Police Service (QPS) and QPU's members provided community safety for over 5.1 million Queenslanders across a land area of 1,729,742 square kilometres delivering:

- 629,691 hours of proactive patrols;
- 449,380 hours of traffic enforcement; and
- more than 1,312,300 calls for service.

Many of communities across Queensland that the QPS has served have been highly supportive of the Coalition Government's strong stance on community safety and crime as evidenced in their support at the recent Federal Election earlier this year.

Accordingly the QPU encourages the Australia Government to reward this show of confidence by providing a budget that helps both the QPS and QPU continue the necessary and vitally important work of providing law enforcement in the community.

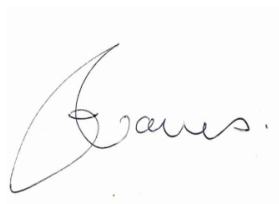
The QPU submission to the Australian Government's 2020-21 Budget focuses on three very important areas:

- Protecting against terrorism and reducing the supply of drugs;
- Ensuring national policy settings that allow for police resourcing in regional Australia; and
- Taking care of those who have served.

The following represents the QPU's strong view on what the Australian Government should deliver as part of the Federal Budget 2020-21.

I commend this submission for the Australian Government's consideration.

Yours sincerely,



Ian Leavers  
General President & CEO  
Queensland Police Union  
31 January 2020

## Recommendations:

### Protecting against terrorism and reducing the supply of drugs

The Australian Government provide two specific purpose payments to the Queensland Government for:

- the funding of a new Queensland Counter-Terrorism Strategy and / or Security and Counter-Terrorism Network; and
- the strengthening of the QPS role in actioning the National Drug Strategy 2017 – 2026 to prevent, stop, disrupt and reduce the production and supply of illegal drugs.

### Providing for community safety in Regional Australia

The Australian Government aid in the battle to maintain, attract and retain a law enforcement presence in regional and remote Queensland to ensure communities can be kept safe and help fight crime, by ensuring police are able to be located in the remote regional communities of Queensland through the retention of FBT remote area concessions. In the extraordinary circumstance where this is not to occur then a case for a police officer exemption can clearly be made on the basis of public interest.

The Australian Government consider widening FBT exemptions available to regional police officers including:

- Cover all remote area benefits for accommodation, mortgage repayments, meals, residential fuel and transport. The QPU suggest that one standardised suite of benefits be provided as an FBT exemption for police officer services, that can be applied equally across the board for rural and remote service.
- Police services be exempted from fringe benefit tax impositions on car, car parking, home security, conveyancing, police chaplains so that they can provide such benefits for police officers to attract, train, retain and deploy more police.
- Provide police services with the same capped FBT concessions as legislated for ambulance services and public and non -profit hospitals.

The Australian Government consider a specific tax benefit (comparable to defence and police personnel serving overseas) for police officers who are permanently resided in a remote indigenous community.

Police officer's private vehicles in Regional Australia be exempted from the Australia Government's luxury car tax.

The Australian Government provide Commonwealth supported places (CSP) and HECS-HELP loans to police officers undertaking on-line tertiary studies.

The Australian Government provide policies which contribute to accessible childcare for police parents.

Both the Australian and Queensland Government continue to ensure police parents are supported adequately across all stages of caring for children.

### Taking Care of Police Officers

The Australian Government provide dollar for dollar funding with QPU to Blue HOPE to provide state-wide in person and telephone confidential counselling services that are accessible 24 hours a day, 7 days a week to all serving and previous police officers, their partners and children under the age of 18

The Australian Government provide access to current and former Australian police officers to a healthcare card similar to that available to veterans.

The Australian Government evolve its retirement incomes policy to include:

- Police be exempt from the standard superannuation preservation age to enable police to retire from age 55;
- Access to age pension from 60 years due to involuntary retirement;
- Improve superannuation co-contribution arrangements by increasing the Government contribution and increasing the income threshold for access to the co-contribution to enable those with inadequate superannuation to accelerate their superannuation savings.

## 1.0. The Queensland Police Union of Employees

The Queensland Police Union of Employees (QPU) represents the 11,798 members of the Queensland Police Service (QPS) on legal, economic and legislative issues. The QPU strives to advance, enhance, and promote the profession of policing and contribute in a positive way to the wellbeing of the community.

## 2.0. The Queensland Police Service

The Queensland Police Department was established by the Police Act of 1863, which took effect on 1 January 1864. Under the Police Service Administration Act 1990, the Queensland Police Force became the Queensland Police Service (QPS).

The QPS is the primary law enforcement agency for Queensland. It fulfils this role throughout the state, 24 hours a day, seven days a week, upholding the law and providing assistance to the community particularly in times of emergency, disaster and crisis.

The QPS vision is to deliver safe and secure communities through collaboration, innovation and best practice and its stated purpose is to stop crime, make the community safer, including reducing road trauma, and build relationships with the community.

Under the Police Service Administration Act 1990, the QPS is responsible for:

- preserving peace and good order in all areas of Queensland
- protecting and supporting the Queensland community
- preventing and detecting crime
- upholding the law
- administering the law fairly and efficiently
- bringing offenders to justice.

## 3.0 The Queensland Police Service in Queensland

QPS delivers services across the length and breadth of Queensland and from various locations across the state including: 335 Police stations, 58 Police watch houses, 88 Police neighbourhood beats and shopfronts, 15 District offices, 6 Headquarters and regional offices and 14 Communication centres.

Key QPS statistics for 2018-19 relevant to Queensland include:

- QPS provided community safety for approximately 5.1 million Queenslanders across a land area of 1,729,742 square kilometres;
- QPS delivered approximately 629,691 hours of proactive patrols in Queensland;
- QPS delivered approximately 449,380 hours of traffic enforcement in Queensland; and
- QPS responded to more than 1,312,300 calls for service in Queensland.

## 4.0 A shared Government responsibility to policing

Whilst the delivery of police services across Australia is and should continue to be the primary responsibility of State Governments, the QPU strongly believes that it should also be a shared responsibility across all tiers of government. There are many aspects that the Australian Government has under its direct control that can protect against terrorism and reduce the supply of drugs, ensure adequate police resourcing in regional Australia through its national policy settings and that can take care of police officers who have served in and for the community.

## 5.0 Protecting against terrorism and reducing the supply of drugs

### 5.1 Protecting against terrorism

Queenslanders enjoy the freedoms associated with living in a peaceful and democratic society. Unfortunately, the threat of terrorism is a real and enduring one that has the potential to undermine the safety and stability of our community. The Queensland and Australian Government's cannot afford to be complacent as the terrorist threat in this country continues to evolve and adapt

The QPS has increasingly been tasked with responsibility to prepare for, prevent and respond to threats of terrorism and other security related matters. However this additional responsibility has not coincided with the funding to meet this new environment. THE QPU encourages the Australian Government to provide specific purpose payments to the Queensland Government for the funding of a new Queensland Counter-Terrorism Strategy and / or Security and Counter-Terrorism Network.

Such assistance would enable the QPS to prepare for, prevent and respond to threats of terrorism and other security related matters and assist community partners to strengthen their counter-terrorism and security arrangements.

More specifically the funding would enable:

- Strengthening protection against terrorism at crowded places, major and high-risk events and significant security operations through the development and implementation of sustainable and effective security processes;
- Developing and delivering countering violent extremism programs to stop people from becoming terrorists.
- Identifying and managing persons of interest and fixated individuals who pose a risk to the community.
- Developing strong and collaborative partnerships with the community to support community cohesion.
- Investigating, preventing, detecting and responding to terrorism and security threats through contemporary investigative and intelligence collection methodologies.
- Enhancing the QPS's frontline counter-terrorism capability through training and development programs.
- Mitigating the impact of a terrorist incident by enhancing and developing capabilities to support frontline operations through integrated national and state exercise and evaluation programs.
- Supporting and contributing to national counter-terrorism policy and leading the development, maintenance and implementation of the QPS and Whole-of-Government (WoG) security and counter-terrorism policies, strategies and initiatives and;
- Equipping our workforce to meet current and future needs by investing in our people and fostering healthy, safe and inclusive workplaces.

#### **QPU Recommendation:**

The QPU believes each of these tasks requires real additional Commonwealth funding instead of what has realistically been responsibilities allocated to already existing and stretched resourcing.

QPS notes that the current Queensland Counter-Terrorism Strategy 2013– 2019 expires this year and will need renewal. Australian Government assistance delivered through a new strategy will better enable safeguarding the Queensland community through effective and collaborative arrangements to counter terrorism and its consequences.

## 5.2 Reducing the supply of drugs

The QPS has an important role in relation to the detection and prosecution of persons who attempt to import or sell illicit drugs in Queensland and Australia. Preventing or disrupting illicit supply of drugs and precursors reduces availability, leading to a reduction of use and consequential harms to Queensland's society. Research by the Australian Federal Police reveals a return of approximately \$5 to the Australian community for every \$1 invested in drug investigations.

Illicit supply of drugs includes drugs that are prohibited, such as cannabis, heroin, cocaine and methamphetamine, and those diverted from legitimate use, such as pharmaceuticals. It also includes illicit supply of substances that are legitimately available, such as alcohol, tobacco, solvents and those precursors used in illicit drug manufacture.

Preventing illicit supply includes dismantling or disruption of distribution networks and manufacturing and cultivation facilities or locations. It can be closely associated with policing activities aimed at organised crime. More specifically the QPS role to disrupt criminal syndicates operating in or through Queensland to ensure that illicit drugs are seized at the earliest opportunity, thereby reducing the supply to Queenslanders and Australia.

Australia's National Drug Strategy involves a balance between demand reduction, supply reduction and harm reduction, and includes a renewed emphasis on prevention. Under the Strategy there is shared responsibility and the QPS collaborates with various national and international law enforcement partners to develop and implement strategies to dismantle syndicates involved in the trafficking of illicit drugs and drug precursors.

QPS collaborates with domestic partner agencies such as the Australian Federal Police, Australian Border Force, other state and territory police and the Australian Criminal Intelligence Commission is the primary line of defence for combating drug supply in Australia.

### QPU Recommendation:

QPU recommends the Australian Government provide a specific purpose payment to the Queensland Government for the strengthening of the QPS role actioning the National Drug Strategy 2017 – 2026 to prevent, stop, disrupt and reduce the production and supply of illegal drugs. More specifically:

Border control	<ul style="list-style-type: none"> <li>Prevent or disrupt transnational supply of prohibited substances and precursors through surveillance with Australia's key international border and enforcement</li> </ul>
Regulating or disrupting production and distribution	<ul style="list-style-type: none"> <li>Prevent, stop, disrupt or reduce production and supply</li> <li>Disrupt and dismantle criminal groups involved in production, trafficking and supply of illicit drugs and precursors</li> <li>Target financial proceeds and the confiscation of assets arising from illicit supply activities</li> <li>Regulate the legitimate trade of pharmaceuticals, precursors and equipment used in the manufacture of illicit drugs</li> </ul>
Enforcing legislation	<ul style="list-style-type: none"> <li>Asset confiscation</li> <li>Search, seize and destruction powers</li> </ul>
Intelligence	<ul style="list-style-type: none"> <li>Cooperation and collaboration between law enforcement and forensic agencies, across jurisdictions</li> <li>Build and maintain strong relationships with partner agencies and bodies</li> <li>Gather intelligence on all aspects of drug supply markets including identifying emerging drugs and manufacturing techniques</li> <li>Effectively utilising trend monitoring and data collection</li> </ul>
Workforce	<ul style="list-style-type: none"> <li>Building the capacity of the policer force to prevent, stop, disrupting or otherwise reducing the production and supply of illegal drugs</li> </ul>



## 6.0 Providing for community safety in Regional Australia

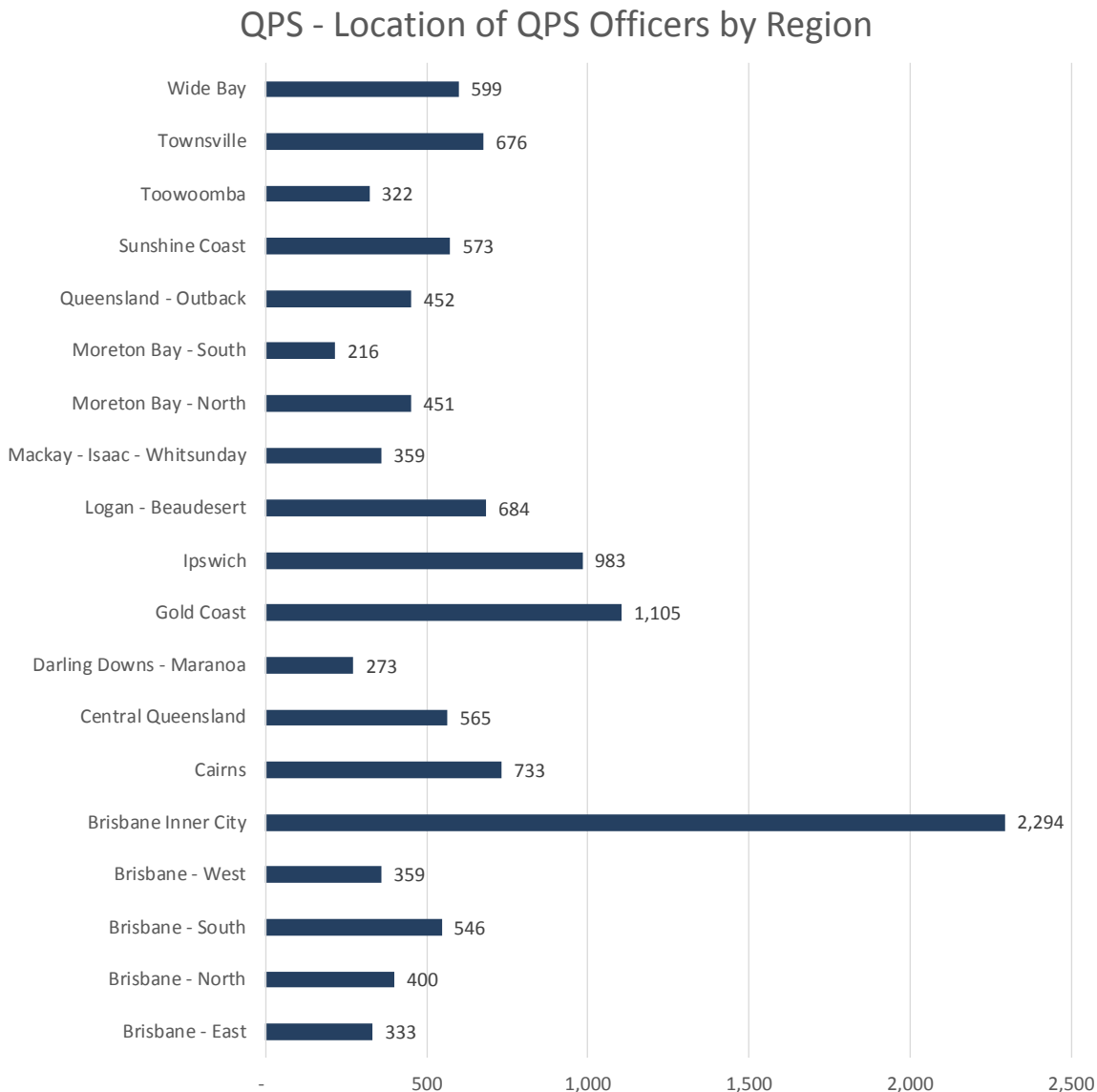
### 6.1 Policing in Regional Queensland

In order to continue to deliver a safe community for regional Queenslanders it is vital QPS has the skills and expertise that is needed. The QPS contributes to the Queensland Government's responsibility for delivering frontline services and supporting safe, caring and connected communities. The QPS does this through its focus on:

- Stopping crime;
- Making the community safer;
- Strengthening relationships with the community; and
- Responding to Natural Disasters such as floods, cyclones and bushfires.

Each of these requires police officers on the ground and quite simply there is no substitute for it. Approximately one third (3,979) of Queensland's 11,923 police officers are stationed in Regional Queensland (figure 1).

Figure 1



Source: Queensland Police Service

At the same time the regional townships that police officers are required to provide community safety in are typically:

- more expensive to live in;
- had higher levels of socio economic disadvantage; and
- were more remote with resulting accessibility issues.

For these reasons it can be extremely difficult to attract police officers to serve in Regional Queensland and the QPS and QPU members rely extensively on Australian Government policy settings to ensure sufficient resourcing. Australian Government tax and financial incentives have been found to be an effective policy tool to influence mobility decisions for the QPS.

The QPU has attached its submission to the Productivity Commission Inquiry on 'Remote Area Tax Concessions and Payments' that provides in detail to the unique challenges of delivering police services in regional Australia. As a result of these challenges the QPU recommends the delivery of the following Australian Government initiatives in the Federal Budget 2020-21.

## 6.2 Retaining existing FBT Concessions

The FBT remote area concessions are essential for Queensland police and in turn community safety. All Queensland communities regardless of their location have an expectation and a right for Governments of all tiers to provide for community safety.

The FBT remote area concessions remain a proven way of incentivising police officers to relocate (either permanently or temporarily) to regional Queensland for the QPS. An employee who is provided with a number of benefits to entice relocation, including remote area housing funded by their employer (or through salary packaging, enabling a real ongoing personal tax saving) at no tax cost, is typically in a financially improved position.

Any restriction or reduction in the FBT remote area concession is likely to impede Queensland Police's ability to provide adequate policing in remote and Regional Queensland. The Queensland Public Safety Business Agency estimates the total additional FBT and RFBA implications of the Productivity Commission's draft recommendations to the employer (QPS) and police officers is \$5,065,348 and \$13,627,918 respectively.

In addition the QPU has modelled these changes for Queensland police officers and confirms that police officers can potentially be out of pocket by between \$11,528 and \$26,000 each year should Commission recommendations be adopted. This may be the difference between a police officer staying with their posting in regional Queensland or seeking to relocate or never locating to Regional Queensland in the first instance.

QPU notes the Productivity Commission report and draft findings but highlights the QPS (and other emergency services) are truly unique. The limitations cited in the draft Productivity Commission report regarding existing arrangements are not sufficient enough to withdraw the concessions for police officers

Compensating for the higher cost of living, isolation and uncongenial climate, as well as limited access to health, education, social, financial, emergency, communication and professional support services is a core rationale for the FBT remote area concessions. QPU's experience is that the level of incentives does impact the willingness of police officers to relocate to or remain in remote areas. However despite generous relocation and retention incentives QPS still experiences difficulties attracting and retaining appropriate staffing levels. Any move to change existing FBT remote area concessions would exacerbate this challenge.

In addition the QPS in many instances due to operational necessity stemming from a lack of appropriate and affordable housing stock and rental options is forced to provide accommodation. At the same time it is unrealistic to expect police officers to buy or seek long-term rental in a community when their placement may only be temporary. In addition when seeking longer-term accommodation it can be difficult to source tenancy

to align with placement at an affordable price. Accordingly the provision of housing is not an employee benefit in the sense of that term applying to non-salary forms of remuneration.

The unintended consequence of the Productivity Commission's recommendation to reduce the FBT concession for employer provided accommodation from 100 per cent to 50 per cent and change the area may be to force QPS to cease to provide housing for police officers in turn jeopardising community safety.

QPU contends that compensating for the significant disadvantages faced by police officers residing in regional and remote areas remains a relevant justification for FBT remote area concessions and payments. Despite advancements in technology, transport, and infrastructure; regional and remote areas are not, and cannot be considered to be, equivalent to major cities in terms of: price; quality; choice of, and access to, goods and services; and general amenity. For the above reasons the QPU strongly supports FBT remote area concessions and payments, as a means to address the disparity in living and operating conditions in regional and remote areas.

#### **QPU Recommendation:**

The Queensland Police Union recommends the Australian Government aid in the battle to maintain, attract and retain a law enforcement presence in regional and remote Queensland to ensure communities can be kept safe and help fight crime, by ensuring police are able to be located in the remote regional communities of Queensland through the retention of FBT remote area concessions. In the extraordinary circumstance where this is not to occur then a case for a police officer exemption can clearly be made on the basis of public interest.

### **6.3 Expanding Tax Concessions for Regional Australian Police Officers**

The QPU submits that not only are the current remote area FBT concessions be retained for police officers, but in addition that further FBT exemptions are actioned to address difficulties in regional Queensland placement at present.

#### **QPU Recommendation:**

The QPU recommends that consideration by the Australian Government be given to widening the FBT exemptions available to police officers including:

- Cover all remote area benefits for accommodation, mortgage repayments, meals, residential fuel and transport. The QPU suggest that one standardised suite of benefits be provided as an FBT exemption for police officer services, that can be applied equally across the board for rural and remote service.
- Police services be exempted from fringe benefit tax impositions on car, car parking, home security, conveyancing, police chaplains so that they can provide such benefits for police officers to attract, train, retain and deploy more police.
- Provide police services with the same capped FBT concessions as legislated for ambulance services and public and non -profit hospitals.

In addition the Australian Government should consider a specific tax benefit (comparable to defence and police personnel serving overseas) for police officers that are permanently resided in a remote indigenous community and are providing an essential public service.

## 6.4 Exempting regional police officers from the Federal Government's luxury car tax

Due to the distances that are often travelled coupled with road conditions it is not uncommon for a four wheel drive vehicle to be privately used to provide certainty and ability of Queensland police officers to travel to and from their workplace.

At present a luxury car tax (LCT) with a rate of 33% is applied to the amount of a vehicle valued at over \$75,526 for fuel-efficient vehicles and \$67,525 for other vehicles in \$67,55. The QPU contents that this tax unfairly penalises police offices located in regional communities.

### **QPU Recommendation:**

The QPU recommends that police officer's private vehicles in Regional Australia should be exempted from the luxury car tax.

## 6.5 Supporting police officers who are studying

One of the major challenges for regional police officers is the issue of training, development and career advancement. This is in contrast to major centres, where a police officer can return to their home each day and there are sufficient police officers to be able to relieve them of frontline delivery to attend professional development opportunities. These officers have greater opportunities to develop in a wide range of areas, giving them an advantage to gain further skills and further career progression. This is not the case for police officers in regional Queensland.

### **QPU Recommendation:**

To help offset this disadvantage the QPU recommends the Australian Government provide Commonwealth supported places (CSP) and HECS-HELP loans to police officers undertaking on-line tertiary studies.

## 6.6 Child care and flexibility in the Workplace

### 6.6.1 Child Care

QPU supports sensible and affordable measures in the workplace and an Australian and Queensland Government that contribute to an improved balance between work and family.

Access to childcare arrangements is crucial for police officers with young children to permit them to perform their duties. The absence of affordable, good-quality formal child and out-of-school-hours care is a major barrier to being in paid work and/or working more hours.

### **QPU Recommendation:**

The Australian Government should provide policies that contribute to accessible childcare. There is no doubt that measures to help meet a growing demand for child care would materially contribute to increasing workforce participation by those of working age in our police force.

## 6.6.2 Paid Parental Leave

The QPU does not oppose sensible measures being worked out in workplaces to try to help staff better balance work and family issues. A paid parental leave scheme is one of a range of measures required to support police parents balancing family commitments with the important and unique job of protecting the welfare of the community.

### QPU Recommendation:

Both the Australian and Queensland Government continue to ensure police parents are supported adequately across all stages of caring for children.

## 7.0 Taking Care of Police Officers

### 7.1 Counselling

Supporting our current and former serving police officers should be a priority for all Australians. Police officers put their lives on the line every day. The toll this takes on them and their loved ones' health and wellbeing can be immense. Police officers should be able to access services in relation to a range of issues such as:

- anxiety
- critical incident stress management
- depression
- drug and alcohol issues
- grief and loss
- relationship counselling
- stress
- trauma/PTSD
- mental health injuries
- other work-related and personal problems

Employees generally feel that is potentially damaging to their careers to disclose information to QPS Mental Health Support mechanisms including human services officers; peer support officers, injury management advisors, rehabilitation coordinators or police chaplains. For this reason the QPU through its Blue Hope program is best placed to provide counselling services to Queensland Police Officers.

Blue HOPE was created to provide support to current and former police officers and their families who are suffering with mental health issues. Blue HOPE is independent to all law enforcement agencies and seek to support all police, but especially those police officers who want an alternate to internal supports. Their staff case manage officers and keep in touch personally to encourage and support throughout the process.

Blue HOPE is like no other organisation. They are tailored specifically to current and former police and provide an alternative source of support for officers and their families. Blue HOPE challenges the traditional methods of supporting police. Having served themselves, they know that police are often reluctant to turn to internal supports for a variety of reasons. Blue HOPE aims to fill that void, offering anonymous, professional and personal support, all coordinated from men and women who bleed blue.

### QPU Recommendation:

The QPU recommends the Australian Government provide dollar for dollar funding with QPU to Blue Hope to provide state-wide in person and telephone confidential counselling services that are accessible 24 hours a day, 7 days a week to all serving and previous police officers, their partners and children under the age of 18.

## 7.2 Access to Veterans Healthcare Card

The work of police officers is similar to that of our nation's military forces. Both of these work groups are subject to the experience of 'trauma'. Traumatic events can include threat of death, serious injury, viewing or handling of dead bodies, death or serious injury of a colleague, exposure to a potentially contagious disease or toxic agent, witnessing human misery and action or inaction resulting in the serious injury or death of others.

In light of similar exposures to trauma and the strong relationship that the military has with Australian police officers, the QPU proposes access for current and former Australian police officers to a healthcare card similar to that available to veterans. Cardholders should be able to access the different levels of support available through gold, white and orange veteran cards, to cover all medical and allied health needs. If aligned with military healthcare, the system should be well understood and straightforward to implement.

An expansion of this strategic group to include policing jurisdictions will increase the level of trust that employees have in mental health services, de-stigmatise the label of mental health illnesses and provide a healthier and responsive police force to the community

### QPU Recommendation:

The QPU recommends the Australian Government provide access to current and former Australian police officers to a healthcare card similar to that available to veterans.

## 7.3 Achieving appropriate retirement income

As referenced above police officers serve in one of the most demanding professions in existence. On a daily basis police officers see the best and worst of Queensland. For this reason it is not uncommon for those who have served to seek an early retirement. This creates a number of unique challenges including shorter contribution years to superannuation and the need for earlier access to their retirement income. This creates an imperative for the Australian Government to ensure that superannuation settings and resulting retirement income is sufficient to meet a police officers greatly deserved civilian retirement.

Successive governments have already recognised that significant change is needed if the retirement incomes of police officers are adequate to meet future needs, and are fair, sustainable and compatible with our social expectations of compensating those who have sacrificed. Historically there has been a "three pillars" approach to retirement income:

- A safety net consisting of a means-tested Government age pension system;
- Private savings generated through compulsory contributions to superannuation; and
- Voluntary savings through superannuation and other investments.

However police officer retirement incomes continues to be one of the most important policy issues for the QPU. The QPU believes the Australian Government can take greater responsibility in the above three pillars for assisting police officers.

### QPU Recommendation:

QPU recommendations for the Australian Government include:

- Police be exempt from the standard superannuation preservation age to enable police to retire from age 55;
- Access to age pension from 60 years due to involuntary retirement;

## 8.0 Contact Details

For further information about this submission please contact Ian Leavers, General President & CEO, Queensland Police Union of Employees on (07) 3259 1982



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