

From: [AFPNationalMedia](#)
To: s 22(1)(a)(ii) s11C
Cc: s 22(1)(a)(ii)
Subject: FW: 7.30 Report on tattoos [DLM=For-Official-Use-Only]
Date: Monday, 3 September 2018 2:26:13 PM

For-Official-Use-Only

So I guess this is being discussed at ELC tomorrow morning.

We haven't had any members approach us seeking permissions regarding being filmed.

s 22(1)(a)(ii)
TL AFP NATIONAL MEDIA AND SOCIAL MEDIA
CHIEF OF STAFF PORTFOLIO

s 22(1)(a)(ii)
www.afp.gov.au



POLICING FOR
A SAFER AUSTRALIA

For-Official-Use-Only

From: s11C
Sent: Monday, 3 September 2018 2:21 PM
To: s11C s 22(1)(a)(ii) s11C
Cc: s 22(1)(a)(ii) Legal-Advisor; s 22(1)(a)(ii) s11C
s11C FPNationalMedia; s 22(1)(a)(ii)
Subject: RE: 7.30 Report on tattoos [DLM=For-Official-Use-Only]

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Thanks s11C I've looped in AFP National Media so they are aware of the position.

s11C
MANAGER GOVERNMENT AND COMMUNICATIONS
CHIEF OF STAFF

s 22(1)(a)(ii)
www.afp.gov.au



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For-Official-Use-Only

From: s11C
Sent: Monday, 3 September 2018 12:43 PM
To: s 22(1)(a)(ii) s11C
Cc: s 22(1)(a)(ii) Legal-Advisor; s 22(1)(a)(ii) ; s11C
s11C
Subject: RE: 7.30 Report on tattoos [DLM=For-Official-Use-Only]

For-Official-Use-Only

Thanks s 22(1)(a)(ii)

s11C – for awareness.

s 22(1)(a)(ii) for advising the member please.

NMWDC – for awareness and subsequent briefing to COO for C please.

Regards,

s11C

s11C

MANAGER WORKPLACE DEVELOPMENT AND PROTOCOL
WORKFORCE & DEVELOPMENT

s 22(1)(a)(ii)

www.afp.gov.au



POLICING FOR
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For-Official-Use-Only

From: s 22(1)(a)(ii)

Sent: Monday, 3 September 2018 12:14 PM

To: s11C @afp.gov.au

Cc: s 22(1)(a)(ii)
Legal-Advisor <Legal-Advisor@afp.gov.au>; s 22(1)(a)(ii)

s11C @afp.gov.au; s11C
s11C @afp.gov.au

Subject: RE: 7.30 Report on tattoos [DLM=For-Official-Use-Only]

For-Official-Use-Only

Good afternoon s11C

The CPO is currently out of the office, but I have briefing in via phone.

The CPO has advised that she should not be filmed, and doesn't see the purpose. AFP National Media should be engaged and the Commissioner should have visibility of this.

If you require anything further from the CPO please let me know, otherwise I will leave this with you to brief in to the Executive.

Kind regards

s 22(1)(a)(ii)

EXECUTIVE ASSISTANT TO THE CHIEF POLICE OFFICER
ACT POLICING

s 22(1)(a)(ii)

www.afp.gov.au



POLICING FOR
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For-Official-Use-Only

From: s 22(1)(a)(ii)
Sent: Monday, 3 September 2018 10:47 AM
To: s11C
Cc: s 22(1)(a)(ii) Legal-Advisor
Subject: RE: 7.30 Report on tattoos [DLM=For-Official-Use-Only]

For-Official-Use-Only

s11C

I do not see this as an issue, especially if s11C has no speaking role and is not giving her personal views on the policy and clear direction by C.

That said I will pass the final call to CPO as Chair of the NUC.

Regards

s 22(1)(a)(ii)
COORDINATOR - CEREMONIAL & PROTOCOL
WORKFORCE & DEVELOPMENT

s 22(1)(a)(ii)
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From: s11C
Sent: Monday, 3 September 2018 9:54 AM
To: s 22(1)(a)(ii) s11C
Cc: s 22(1)(a)(ii) Legal-Advisor
Subject: FW: 7.30 Report on tattoos [SEC=UNCLASSIFIED]
Importance: High

UNCLASSIFIED

Good morning,

For your advice please as Chair of NUC and s22(1)(a)(ii) for the WG. Please note the urgency re timings.

For legal - I would also bring to your attention the observation raised by s11C as to whom else may have been approached. I am thinking organisational awareness and consistency may be beneficial.

Thanks,

s11C

s11C
MANAGER WORKPLACE DEVELOPMENT AND PROTOCOL
WORKFORCE & DEVELOPMENT
s 22(1)(a)(ii)
www.afp.gov.au



UNCLASSIFIED

From: s 22(1)(a)(ii)
Sent: Friday, 31 August 2018 3:24 PM
To: s11C @afp.gov.au>
Subject: FW: 7.30 Report on tattoos [SEC=UNCLASSIFIED]

UNCLASSIFIED

Good afternoon,

Please note Commander s11C advice below. I would appreciate your guidance on whether there are any organisational objections to s11C participation in this activity.

Regards,
s 22(1)(a)(ii)

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s 22(1)(a)(ii)
TRAFFIC AND EMERGENCY MANAGEMENT & PLANNING ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au



UNCLASSIFIED

From: s11C
Sent: Friday, 31 August 2018 2:24 PM
To: s 22(1)(a)(ii)
Subject: RE: 7.30 Report on tattoos [SEC=UNCLASSIFIED]

UNCLASSIFIED

s 22(1)(a)(ii)

I don't see an issue with it. Does s11C know who else may have been requested and have they been approved to participate?

For consistency, with serving members we should be as one. Can you check with EBB, probably (b)(9) on whether the AFP has a position and if other requests have been requested.

s11C

COMMANDER s11C
DEPUTY CHIEF POLICE OFFICER - RESPONSE
ACT POLICING

s 22(1)(a)(ii)

www.afp.gov.au



POLICING FOR
A SAFER AUSTRALIA

UNCLASSIFIED

From: s 22(1)(a)(ii)

Sent: Friday, 31 August 2018 10:37 AM

To: s11C @afp.gov.au>

Subject: FW: 7.30 Report on tattoos [SEC=UNCLASSIFIED]

UNCLASSIFIED

Good morning s11C

Please see below. We discussed this yesterday when I advised you that s11C had declined the offer. She has since been re-approached and asked again to participate, however in a non-speaking part.

I would appreciate your advice on whether s11C can participate under that condition, noting she would be clearly identifiable in an AFP polo shirt.

Regards,

s 22(1)(a)(ii)

s 22(1)(a)(ii)

TRAFFIC AND EMERGENCY MANAGEMENT & PLANNING
ACT POLICING

s 22(1)(a)(ii)

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UNCLASSIFIED

From: s11C

Sent: Friday, 31 August 2018 10:35 AM

To:

Cc: s 22(1)(a)(ii)

Subject: 7.30 Report on tattoos [SEC=UNCLASSIFIED]

UNCLASSIFIED

Supt

As discussed I have been approached by the AFPA to participate in a recorded segment for 7.30 Report on the AFP's tattoo policy.

It is planned I will be filmed in an AFP polo shift showing my tattoo's and I will be asked the significance of them. [REDACTED] s 47F will be the spokesperson who will make comment on the policy. The filming will be done in work time.

I am seeking permission to participate to ensure I am not contravening the AFP's professional standards framework regarding speaking to the media.

As you know I will abide by the decision of the DCPO-R and accept his deliberations on the matter.

The filming is planned to be conducted next Tuesday so I would appreciate a decision to allow ample time to advise the AFPA/ABC.

regards

DETECTIVE SERGEANT [REDACTED] s11C

ADJUDICATION & PRACTICES
ACT POLICING

[REDACTED] s 22(1)(a)(ii)

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s 22(1)(a)(ii)

From: s11C
Sent: Friday, 13 April 2012 4:02 PM
To: s 22(1)(a)(ii)
Subject: RE: Confirming today's interview with s11C [SEC=UNCLASSIFIED]
Categories: UNCLASSIFIED

Yes - understood.

I was thinking that because NSWPOL followed very quickly after VICPOL stating that they were reviewing their policy re tats that we would soon follow and that decision must have been after a Commissioners forum or something. So I'm not surprised in the least.

I'm ironing long sleeved shirts as we speak...

cheers



D/SERGEANT s11C
BELCONNEN RESPONSE TEAM 1
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s 22(1)(a)(ii)
Sent: Friday, 13 April 2012 10:28 AM
To: s11C
Subject: RE: Confirming today's interview with s11C [SEC=UNCLASSIFIED]

Hi Sarge

After all our efforts - the story is now being put on hold due to politics that we were not aware of here in the team.

Apparently our Commissioner is meeting with other jurisdiction Commissioners to discuss tattoos in the police force.

s 22(1)(a)(ii) my coordinator, was only made aware of this earlier this morning so she has spoken to s 47F and asked him to hold off, as your interview may be used against us in ACTP.

Just an FYI in case you start to wonder when it is going to air.

kind regards

s 22(1)(a)(ii)



s 22(1)(a)(ii)
MEDIA & MARKETING
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s11C
Sent: Thursday, 12 April 2012 8:37 PM
To: s 22(1)(a)(ii)
Subject: RE: Confirming today's interview with s11C [SEC=UNCLASSIFIED]

FYI - no photos taken - he did ask for one to be taken off duty but nothing organised.. And he asked who would be the best person to get the AFP policy line on tattoos. I said to go through you..

cheers

s11C



D/SERGEANT s11C
BELCONNEN RESPONSE TEAM 1
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s 22(1)(a)(ii)
Sent: Thursday, 12 April 2012 10:24 AM
To: s11C
Cc: s 22(1)(a)(ii)
Subject: FW: Confirming today's interview with s11C [SEC=UNCLASSIFIED]
Importance: High

Hi Sarge

Can you please call s 47F to confirm your interview this evening? Either s 47F or s 47F

I realise you don't start til 4pm and have advised s 47F of this.

s 22(1)(a)(ii) from my office is our on-call media person if you have any queries - phone s 22(1)(a)(ii)

Thank you

s 22(1)(a)(ii)



s 22(1)(a)(ii)
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s 22(1)(a)(ii)

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s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Wednesday, 11 April 2012 11:42 AM
To: s 22(1)(a)(ii)
Cc: s 22(1)(a)(ii)
Subject: RE: Tattoos in society interview [SEC=UNCLASSIFIED]

Categories: UNCLASSIFIED

AFP National Guideline on uniform and standards of dress

15. Tattoos

Facial tattoos are not permitted unless they relate to religious beliefs or practices. There is no restriction placed on wearing other tattoos by uniformed personnel, however, commonsense should prevail and a tattoo that is offensive or inappropriate should not be visible when uniform is worn.



s 22(1)(a)(ii)
MEDIA & MARKETING
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s 22(1)(a)(ii)
Sent: Wednesday, 11 April 2012 10:29 AM
To: s 22(1)(a)(ii)
Cc: s 22(1)(a)(ii)
Subject: RE: Tattoos in society interview [SEC=UNCLASSIFIED]

Hi s 22(1)(a)(ii)

Happy to raise this with DCPO-R. Can you find the section in our policy re. police and tatoos? There was discussion around this in the Commissioner's Office so want to make sure we are not working against our own governance first.

Thanks! s 22(1)(a)(ii)



s 22(1)(a)(ii)
COORDINATOR MEDIA AND MARKETING
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s 22(1)(a)(ii)
Sent: Wednesday, 11 April 2012 7:54 AM
To: s 22(1)(a)(ii)
Subject: FW: Tattoos in society interview [SEC=UNCLASSIFIED]
Importance: High

s 22(1)(a)(ii)

I have tee'd up an interview between ABC and Sgt [redacted] regarding tattoos in society [redacted] (has a sleeve). [redacted] from the ABC has already spoken over the phone to [redacted] which [redacted] was aware of, and now wants to do a proper recorded interview in the studio, with some photographs of her tattoos.

[redacted] has indicated that he is happy to not include her face however would still like to see the uniform with the tattoos.

[redacted] raised it last week with me (which I forgot) to get approval from DCPO-R.

Are you happy to raise this with [redacted] Or are you ok for me to?

Thanks

s 22(1)(a)(ii)



[redacted] s 22(1)(a)(ii)
MEDIA & MARKETING
ACT POLICING
[redacted] s 22(1)(a)(ii)
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s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Thursday, 12 April 2012 10:26 AM
To: s 22(1)(a)(ii)
Subject: FW: Confirming today's interview with s11C SEC=UNCLASSIFIED]
Categories: UNCLASSIFIED

s 22(1)(a)(ii)

Has this been okayed from DCPO s11C Sgt s11C interview with ABC on tattoos.

Please say yes!!!

s 22(1)(a)(ii)



s 22(1)(a)(ii)
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s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Thursday, 12 April 2012 11:10 AM
To: s11C
Cc: s 22(1)(a)(ii)
Subject: Photographs of tattoos - not with uniform showing! [SEC=UNCLASSIFIED]
Importance: High
Categories: UNCLASSIFIED

Hi Sarge

From the bunker - [Happy for pics of her tattoos but not of her in uniform or the uniform shown in the pics with tattoos.](#)

I know s 47F from ABC won't be happy with this but it can't be helped.

thanks

s 22(1)(a)(ii)



s 22(1)(a)(ii)
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s 22(1)(a)(ii)

From: s11C
Sent: Friday, 13 April 2012 6:59 AM
To: s 22(1)(a)(ii) s11C
Subject: RE: Tattoos in society interview [SEC=UNCLASSIFIED]

Tahnks s 22(1)(a)(ii) agreed.

R - fyi as this may be one of those stories the catches C's attention.



COMMANDER s11C
DEPUTY CHIEF POLICE OFFICER (RESPONSE)
ACT POLICING
s 22(1)(a)(ii)
www.afp.gov.au

From: s 22(1)(a)(ii)
Sent: Thursday, 12 April 2012 11:06 AM
To: s11C
Subject: FW: Tattoos in society interview [SEC=UNCLASSIFIED]

Sir

For your information. This is a follow up **radio** pre-record about tattoos in society. We had done this some time ago with police of course being part of the community.

Our AFP National Guideline on Uniform Standards of Dress has a specific section in regard to tattoos (section 15):

Facial tattoos are not permitted unless they relate to religious beliefs or practices. There is no restriction placed on wearing other tattoos by uniformed personnel, however, commonsense should prevail and a tattoo that is offensive or inappropriate should not be visible when uniform is worn.

Happy to do the interview but will not apporve the image of her uniform with the tatoos.

Thanks, s 22(1)(a)(ii)



s 22(1)(a)(ii)
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ACT POLICING
s 22(1)(a)(ii)
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From: s 22(1)(a)(ii)
Sent: Wednesday, 11 April 2012 7:54 AM
To: s 22(1)(a)(ii)
Subject: FW: Tattoos in society interview [SEC=UNCLASSIFIED]
Importance: High

s 22(1)(a)(ii)

I have tee'd up an interview between ABC and Sgt s11C regarding tattoos in society s11C has a sleeve). s 47F from the ABC

has already spoken over the phone to [s11C] which [s 22(1)(a)(ii)] was aware of, and now wants to do a proper recorded interview in the studio, with some photographs of her tattoos.

[s 47F] has indicated that he is happy to not include her face however would still like to see the uniform with the tattoos.

[s 22(1)(a)(ii)] raised it last week with me (which I forgot) to get approval from DCPO-R.

Are you happy to raise this with [s11C] ? Or are you ok for me to?

Thanks

[s 22(1)(a)(ii)]



[s 22(1)(a)(ii)]
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[s 22(1)(a)(ii)]

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