

AUSTRALIAN FEDERAL POLICE

PIATYPUS

MAGAZINE

POLICING FOR A SAFER AUSTRALIA

Building bridges

The work and achievements of the AFP's Community Liaison Teams in our cities

Women in uniform

Gender issues in the Pacific and Mauritius

Christmas foil

Community liaison was an important element after preventing a major terrorist plot

Engaging moments

A closer look at the AFP's community engagement and the many causes we support

APRIL 2017



The platypus has been adopted by the Australian Federal Police as a symbol representing the diverse requirements placed on members in the execution of their duties.

This unique and tenacious Australian animal is a survivor against increasing pressure from today's environment. It leaves no stone unturned in its daily pursuits and has equipped itself with a range of features to adapt to changes over many years.

It is capable of passing unnoticed if required, yet it demonstrates an unfailing dedication to explore all possibilities in an effort to maintain its special place in Australia's environment.

Although generally a peaceful animal, the platypus is able to defend itself, if necessary, with a venomous spur. This is done, at times, against larger and more powerful opponents—a quality admired and respected by members of the Australian Federal Police.

Editions of Platypus are now also available online at platypus.rvrapid.com



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Cover image: Federal Agent Shane Johnson who heads up the Community Liaison Team in Brisbane chats to a community member.

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The AFP and partner agencies are working hard keeping the community safe from drugs.



Get your kicks from Route 66



Ride for Police Legacy ✦ Route 66 ✦ 2017

The inaugural Ride for Police Legacy – Route 66 – will take place 9-24 August 2017!

The ride commences with a memorial and wreath-laying ceremony in the Windy City. From there, our participants will travel west along the historic Route 66, through eight states and three time zones in just 11 days. The ride concludes in California at the iconic Santa Monica Pier.

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Support our fundraising efforts by making a donation to AFP Legacy at www.gofundraise.com.au

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Commissioner's Message



As a policing agency, the AFP gets its legitimacy and consent from the communities we serve. Be it in the ACT through our community policing work, or in countries like Papua New Guinea, Timor Leste or the Solomon Islands. Through our national operations to reduce the impact of serious and organised crime and in the dedicated work we do in education and prevention initiatives - it is our community focus that underpins so much of what we do.

I have said in the past that the work police do behind the scenes is critical and there are many activities and initiatives that the AFP is either leading or supporting to engender strong community engagement. Some of that engagement is happening within the organisation.

We need to make sure our culture is reflective of the broader community and promotes, at all times, the most positive facets of it. Our organisational values are central to this endeavour.

This edition highlights the work the AFP is doing to engage with our communities as a law enforcement agency, as well as the stories of AFP members contributing to communities in their own time after the work hours are over.

Some of the efforts have yielded incredible results. Senior Liaison Officer Guangzhou Bill Polychronopoulos started an Australian Football league in Guangzhou during his time in the job. As these things happen, the Port Adelaide AFL club were looking to sponsor AFL in China when Bill needed support. The rest is history.

The article on the AFP Community Liaison Teams illustrates how we are engaging with a range of communities and building relationships that are genuine and sustainable.

Working collaboratively with community groups, liaison teams engage with communities to enhance resilience to extremist behaviours, and reduce the likelihood of vulnerable individuals becoming radicalised.

Joint initiatives such as the ThinkUKnow program are a good example of public and commercial agencies coming together to provide cyber safety presentations to parents, carers and teachers, and young people.

ThinkUKnow is a partnership between the AFP, Microsoft, Commonwealth Bank and Datacom, delivered in conjunction with all state and territory police and Neighbourhood Watch Australasia.

This edition also covers the important support the AFP provides to gender equality internationally and at home. The AFP and regional partner agencies have a long history of mutual engagement and support for gender issues and equity. The Women in uniform article highlights, in particular, the AFP's long-term contribution in the Pacific region.

National Manager Reform, Culture and Standards Ray Johnson discusses the initiative to bring the AFP's diversity networks under the Reform, Culture and Standards portfolio to harness the passion for change. This new initiative continues the work of the Cultural Change Report within the AFP.

On diversity, it was another great night at the 2017 Mardi Gras where the AFP marked the 18th consecutive year it has been part of the event.

I hope you enjoy this edition of AFP Platypus Magazine.

A handwritten signature in black ink, appearing to be 'A. Colvin'.

Commissioner Andrew Colvin APM OAM



ACT Policing Senior Constable Shona Davis at the Special Needs Christmas Party in Canberra.



Law enforcement has the responsibility to protect the community – but police officers are also part of the community they serve. Whether it's at the whole-of-AFP level or as individual citizens, engaging within the community is as fundamental to law enforcement, as it is in life.

AFP Commissioner Andrew Colvin says people need to feel that you understand them, that you listen to their concerns, and that you care about the problems they face. He says the key to achieving this lies in building and maintaining relationships of trust with the community.

“Both as an organisation and as individuals – communicating with the people we serve is not only a good idea but part of the fabric of what AFP people are about,” Commissioner Colvin says.

Achieving this isn't always easy in today's complex hive of diverse and changing communities. Organisations need to change with the times. Yet, despite the rise of the digital world, engagement with the world is still a mix of traditional and new technological solutions.

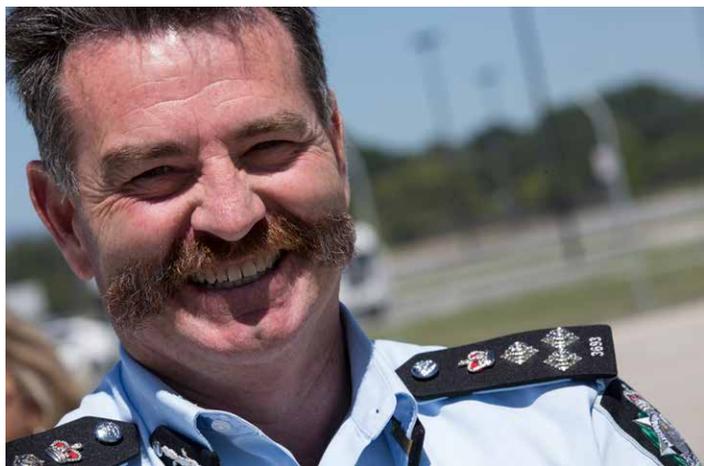
It is hard, however, to ignore the importance of digital communications in the modern world. Federal Agent Erica Hanisch was an integral part of launching the AFP's Facebook page in February 2012 and expanding its social media presence to Twitter and YouTube.

Engaging moments

Community engagement is at the heart and soul of serving those whom we protect.

by Graham McBean

Commander Michael Chew proudly displays his contribution to the AFP's Movember support.



The necessity to engage with new media can be seen in the phenomenal success of the Facebook page and other social media platforms. The AFP Facebook page now has more than 316,000 followers and more than 13,000 Twitter followers. The AFP is also broadening the number of Twitter accounts to international AFP offices and National Missing Persons is about to open its own Facebook page.

Federal Agent Hanisch says the success can be attributed to the two-way conversation with the public; by being transparent with the Facebook community about what the AFP does; and by demonstrating a willingness to engage with their audience.

“We engage with them,” Federal Agent Hanisch says. “It’s important to a social media audience that they feel as though they have a connection with the people within the organisation they’re following. No one wants to talk to a machine. We need to be conversational, empathetic, and open to entertaining new ideas, even if they differ from those of the AFP.”

The Facebook success is not just about having lots of followers – but being followed by a large section of the public brings its own rewards. One of the AFP’s biggest social media successes in recent times was a post about a woman wanted on warrant in Sydney.

The post was uploaded on a Friday afternoon and the woman was arrested over that very weekend. In that time, more than one million people viewed the post because people were sharing it and commenting on it and getting engaged.

While the potential problems of social media are well documented, Federal Agent Hanisch says some problems are actually opportunities, where angry or disparaging comments can be addressed and the attitude of the commenter ‘turned around’. She says everyone has a right to an opinion and a right to voice that – providing they’re not just ‘trolls’!

“I don’t see it as a negative thing,” she says. “I see it as an opportunity for us to engage with them, change their minds perhaps and maybe even swallow a bit of pride and take what they say on board and maybe change the organisation as a result. It’s not all about us just promoting what we do – it’s a two-way street.”

Movember

Taking part in a community event as a whole-of-agency has the benefit of bringing much needed promotion and support of worthy causes, such as the annual Movember fundraising event for men’s health.

This year’s Movember Triple Zero Challenge (which includes law enforcement and the broader emergency services community) raised \$367,953. These included contributions from Team Australian Federal Police and regional offices.

Leading Perth fundraiser Federal Agent Damion Millar finished Movember with \$1080 raised for ‘The Fuzz’ team in Perth Office. The Fuzz was organised by Perth colleague Federal Agent Bennet Plus and despite an actual aversion to facial hair irritation, Damion says it is important to support the message of men’s health.

“I know depression is pretty big,” Federal Agent Millar says. “And suicide rates are high with men who have depression through things like broken marriages and mental illness. I’ve got to say that growing facial hair is not for me. I’ve been clean shaven for most of my life apart from maybe a three-day growth, and it really irritates me.

“The other thing was that I haven’t been involved for a while. Years ago whilst participating in Movember, I got up very early for a morning shift and shaved before I realised what I was doing I had shaved most of it off and I was half way through the month. So I thought I would do it again this year and see how much I could raise.”

The Perth fundraising was impressive and innovative. Federal Agent Millar says police Mo Bro Federal Agent Jon Piec raised \$533 in coins by ‘fining’ his colleagues that entered his work corral. “It was a great effort by Jon to keep the donations coming,” says Federal Agent Millar.

The AFP also had the added distinction of having long-term AFP Movember fundraiser Commander Mick Chew voted as ‘Best Mo’ for the Triple Zero team by an alleged panel of experts at Mo Headquarters.



AFP Commissioner Andrew Colvin addresses the Institute of Public Administration Australia in Canberra. Commissioner Colvin says communicating with people is part of the fabric of what AFP people are about.

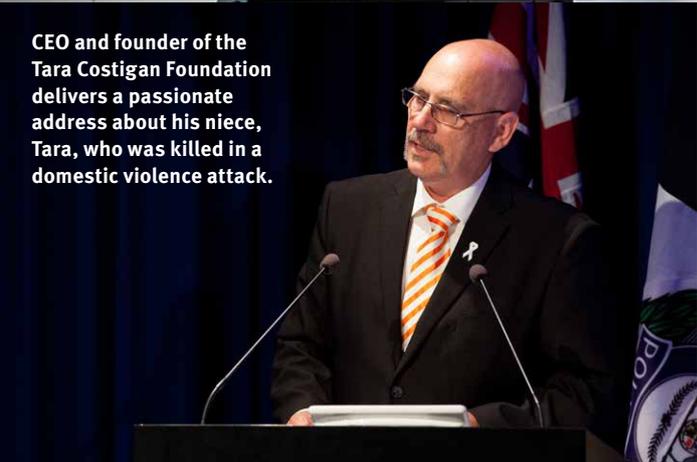
Engaging moments

Having the AFP present at community events is also a crowd pleaser. Throughout the year, AFP members around Australia and the world lend their time and expertise to numerous events from open days to community celebrations like the annual Sydney Gay and Lesbian Mardi Gras Parade.

'Redman' is always a crowd pleaser with the kids and has been "on duty" at the Defence Expo sponsored by Holsworthy Army Barracks. So too is AFP mascot Kenny Koala. The many variations of Constable Koala have appeared around the world to provide a symbolic way for the AFP to connect with the public. ACT Policing, in particular, is deeply embedded in the Canberra community as it community policing service.

It's not just a matter of being a good corporate citizen, or individual citizens as part of the community. Commissioner Colvin says the police role lies in increasing public safety, protecting the community, and preventing and disrupting crime through a clear understanding of the community environment.

"Our objective is to support and build social cohesion, not undermine it. We achieve this by building relationships of trust with the communities we serve. We have a responsibility to identify opportunities and develop programs to strengthen this trust."



CEO and founder of the Tara Costigan Foundation delivers a passionate address about his niece, Tara, who was killed in a domestic violence attack.

White Ribbon Day

Another important community message supported by the AFP is White Ribbon Day campaign to end violence against women. The AFP and Department of Human Services jointly supported the Canberra-based charity, the Tara Costigan Foundation at AFP headquarters in December last year.

The Tara Costigan Foundation provides long-term support to victims of domestic violence to help rebuild their lives and break the cycle of violence. Currently operating in Canberra, the Foundation is working towards rolling out its service model nationally.

The fundraiser had the added poignancy when founder and CEO of the foundation Michael Costigan spoke of his journey since his niece, Tara, was killed in 2015 by her former partner with an axe as she held her five-day-old baby girl.

Speaking about the Foundation's motto, 'together we are strong', Michael urged all men to be warriors and work together to effect change in our culture for good.

Opening the event, Commissioner Colvin said all violence against women begins and ends with a lack of respect. "Respect is often misrepresented, particularly in cultures like policing, as something that has to be earned. Respect shouldn't be earned – it should be given."



At a community event 'Redman' is always popular with the public.



During his address to the Australian Intercultural Society AFP Commissioner Andrew Colvin says most of the best work of police will rarely be seen.

Speaking as AFP Commissioner and as a member of the Australian community, he spoke at length of the police role in social cohesion and collaboration with the community in crime prevention.

Social Cohesion

AFP initiatives complement Australian Government programs which invest in social cohesion, such as the 'Living Safe Together' initiative and early diversion programs of the Attorney-General's Department.

We meet regularly with a number of key stakeholders and community leaders to build relationships of trust in our communities and keep abreast of community sentiment.

As part of this we undertake a range of community engagement activities, not all of which are associated with the traditional image many in the community have of police. For example:

The **Unity Cup** football round robin has been held between Muslim teams of local community members and representatives from the AFP and Victoria Police since 2008.

The Unity Cup strengthens ties between police, Muslim and other culturally and linguistically diverse communities through a mutual appreciation of AFL and has grown to include Indigenous and Jewish teams.

It gives community members a chance to interact with police in a different setting, acknowledge commonalities and build positive relationships.

Another activity is the combined federal and state police '**ThinkUKnow**' cyber security online awareness programs – which aims to encourage young Australians to embrace technology whilst thinking about the threats and dangers they may encounter online – particularly people who may seek to harm or negatively influence them. These programs engage parents, carers, teachers and young people.

Further, **AFP Community Liaison Teams** around the country undertake a range of outreach activities to build positive and trusting relationships with communities.

Working collaboratively with community groups the teams seek to support community efforts to enhance resilience to extremist behaviours, and reduce the likelihood of vulnerable individuals becoming radicalised.

This support includes encouraging leaders to discuss sensitive issues such as radicalisation within their communities. I am pleased to say this has resulted in circumstances where students who may otherwise have become radicalised have taken part in diversion activities.

It is through these teams and a broader Countering Violent Extremism Strategy that we communicate the message that a key priority for the AFP is crime prevention and public safety.

This was demonstrated in September 2015, when an AFP community liaison team organised a program to educate interested members of the community on changing security practices at Sydney Airport. The objective – to create understanding, enhance existing relationships, and build trust.

However these police initiatives are not enough. In fact, what is obvious is that these are our ideas that we are investing in. We need to do more to be a part of your ideas.

Social cohesion must also be driven by communities and involves many parts of Government, beyond policing. Success is dependent on citizen support and involvement.

Communities can take meaningful steps to enhance cohesion such as:

- countering public narratives of extremism and criminality by providing positive alternatives;
- creating dialogue so authorities and experts can speak with members of the community and discuss issues of concern;
- helping people who are feeling lost or isolated and perhaps heading down the path towards criminality to reconnect with their families and community; and
- being willing to engage and cooperate with police and find common ground, rather than those things that invariably create tension.

This collaboration must extend to broader partners including social service departments, local government, municipal groups and non-government organisations, who service the community through dialogue, education, program delivery, recreation and social justice. Each has a role in creating social cohesion – that environment where we cooperate to not only survive, but to prosper.

Commissioner Colvin's address is available in full on the AFP website.

The passion for



AFP Commissioner Andrew Colvin and former Australian Sex Discrimination Commissioner Elizabeth Broderick sign the contract to develop and implement gender, diversity and inclusiveness within the AFP.

The work of former Australian Sex Discrimination Commissioner Elizabeth Broderick was also intended to see the development and implementation of the AFP gender, diversity and inclusiveness reform strategy.



change

by Graham McBean

Bringing the AFP's four diversity networks under the Reform, Culture and Standards portfolio will harness the passion for change.

The AFP's Workforce Diversity networks were brought under the mantle of the new Reform, Culture and Standards (RCS) portfolio on 10 October, 2016. These include the National Women's Advisory Network (NWAN), Malunggang Indigenous Officers Network (MION), Gay and Lesbian Liaison Officers' Network (GLLO) and AFP Ability Advisory (AAA).

AFP Commissioner Andrew Colvin says a key area of focus for RCS is maximising diversity within the AFP and ensuring an inclusive culture where all people can thrive.

"The diversity networks play a vital role in improving inclusion and awareness across the AFP," Commissioner Colvin says.

The relocation of the Workforce Diversity team coincided with a similar alignment of the AFP's Confidant Network to RCS announced by Commissioner Colvin on 7 October, 2016.

The network is a group of over 100 trained appointees (confidants). It is available to all AFP appointees to reach out for information, options and support when dealing with inappropriate or unethical behaviour in their work environment.

The Cultural Change Report expressed support for the Confidant Network as a model. In line with that recommendation, this capability reports directly to the Coordinator Safe Place.

There is a natural logic to the migration of these support networks to RCS. National Manager Reform, Culture and Standards Ray Johnson says harnessing the passion and experience of the AFP's four diversity networks is a key strategy to draw on their knowledge. "The diversity networks are all very passionate about driving diversity in our organisation and supporting those of us with diverse backgrounds and experiences," Assistant Commissioner Johnson said.

Assistant Commissioner Johnson says the AFP has a proud history of championing diversity that spans 20 years with the establishment of the GLLO Network in 1996 to support operational capability.

Why diversity?

Assistant Commissioner Johnson stresses that the move is more than just a “goodness of fit”. He believes that the AFP needs to represent and reflect the community it serves. The first step to do that is to have an organisation that will attract diverse interest from across our community.

“There are various reasons why people don’t choose to come to the AFP from diverse backgrounds. And the people that turn up at our gate don’t necessarily reflect the community,” he says. “But ideally it is important that we reflect the community because that is who we are serving at the end of the day.

“If we have diversity, and diverse inputs and ideas are valued, you have the potential to be much more innovative, much more productive and much more adaptable. That is key for us to be ready for a continually changing future.”

Assistant Commissioner Johnson also emphasises that diversity and inclusion brings enhanced capability. He says inclusive leaders will get the best out of their people. He adds that no one particular group necessarily has all the skills required to drive the business of the AFP. It is harnessing real world skills and talents. “In and of itself” a strategy won’t be enough. “Diversity needs to start being part of the organisational DNA.”

“We just need to get on with preparing for what is a massively fast, dynamic environment. If we don’t make the best of the diversity that we have today and don’t increase diversity so that we can take advantage of that in the future, we are going to be poorer for it, and actually less prepared for the future.”

“If we have diversity, ... and ideas are valued, you have the potential to be much more innovative, much more productive and much more adaptable. That is key for us to be ready for a continually changing future.”

Next steps

The AFP’s Cultural Reform – Diversity and Inclusion Strategy 2016-2026 was launched on 8 March 2017. The strategy is designed not only to progress the Commissioner’s diversity targets but also seeks to address harmful workplace behaviours that are not consistent with inclusive workplaces.

The strategy is aligned with the Cultural Change Report and is a living document which will be reviewed and reported on regularly. Delivering on the strategy is everyone’s responsibility but particularly those in leadership roles.

Assistant Commissioner Johnson says leadership is at the core of any form of change. But in terms of change related to increasing diversity and inclusiveness it is “absolutely core”. The change that the organisation wants must start first in the leadership team. He says the executive has committed to inclusive leadership and challenging the spectre of unconscious bias in a more direct way.

“This is about challenging people’s thinking – and ultimately you need to help people. It is trying to shape people’s attitudes and beliefs and that is really difficult. And you can’t just tell people to change, it’s not enough.

“Our first 12 months is probably most about continuing the conversation with the organisation. That is about trying to show senior executive commitment and personal engagement with staff.

He says the continued conversation builds the collective knowledge library of the organisation about what we think it might look like and how we need to be different. So the strategy is a big part – but it is more than just a strategy. It is an ethical, values driven culture that embraces diversity, inclusion and mutual respect that will take us into the future.



Embracing diversity: NAIDOC celebrations, AFP members take part at Mardi Gras 2017 for the 18th consecutive year, the Australasian Council of Women and Policing (ACWAP) Conference.



Women in uniform

by Graham McBean

The AFP and regional partner agencies have a long history of mutual engagement and support for gender issues and equity.

The 2003 Australasian Council of Women in Policing (ACWAP) conference was the perfect opportunity for progress. The AFP was hosting the conference in Canberra and invited seven senior women police from Pacific island nations to attend.

Also invited was the then Acting Fiji Police Commissioner Moses Driver to sit on a Commissioner's panel. A question was put to the Acting Commissioner Driver as to whether a women-in-policing network would be possible and a good idea. His simple answer was, yes.

In 2004, the AFP funded the first meeting for police women from the seven Pacific island countries held in Fiji. The first meeting hosted seven countries. AFP Pacific Police advisor Lautoa Faletau says the Pacific Islands Chiefs of Police (PICP) forum subsequently endorsed the Women's Advisory Network (WAN), which has now grown to 21 PICP members, including Australia and New Zealand.

"The PICP have endorsed WAN to become an advisory working group for the Commissioners," Ms Faletau says. "So across the Pacific, there is this women's network that is working away at maximising women's contribution to women in policing."

Since 2004, the PICP WAN has made significant progress in advancing gender issues in police agencies and more broadly throughout the Pacific community. The AFP continues to support PICP WAN – through the PICP Secretariat who are responsible for coordinating and facilitating its annual meeting and activities.

Ms Faletau says the AFP through its Pacific Police Development Program Regional (PPDP-R) also supports the women's networks through the work of other regional coordination mechanisms.

This includes the Pacific Police Training Advisory Group (PPTAG) which looks at reviewing and recommending

common standards in training, endorsing a diversity module for Pacific. Efforts to influence policy via a policy network that helps police review and look at the development of policies collectively in line with their legislation is also one of the regional approaches to implementing change.

"There are a whole lot of forces at play – legislation, policy, practice and community expectations as well. The evolution, or the growth, of this focus on improving or maximising women's contribution in policing has been across spans all sectors of the organisation."



Federal Agent Tina Westra at the Australian High Commission in Mauritius.

Participants take part in the two-week gender, human rights and domestic violence workshop in Pohnpei, the Federated States of Micronesia.

Fiji Women's Crisis Centre Coordinator Shamima Ali talks with Fijian police officers.



Historical effort

The development of addressing gender issues in policing and in the broader Pacific community context has, in fact, been an evolution reaching back to the 1980s. Pacific island nations in the early 1980s were signing up to UN conventions. Ms Faletau says countries signing the Convention on the Rights of Children and the Convention on Elimination of Discrimination against Women provided the impetus for change.

The AFP has partnered with the Fiji Women's Crisis Centre (FWCC) to address recognised gaps in police response to domestic violence – particularly the advocacy of victims.

The FWCC was established in 1984 and offered targeted programs that address gender issues and human rights. FWCC Coordinator Shamima Ali has been with the FWCC since its early days and has been instrumental in the development of an integrated approach to raising awareness on gender and human rights and the elimination of violence against women in Fiji and across the region.

The training provided by the FWCC has a particular focus on the experience of women in the Pacific and is tailored for a Pacific audience.

“Rather than try to design and develop a program for the Pacific. The AFP partnered with and funded the existing and respected entity in the Pacific that has

a very strong network of centres across the region to develop and deliver training for Pacific police on gender and human rights,” Ms Faletau says.

In-country follow up visits, which form part of PPDP-R program monitoring which is conducted six to 12 months after delivery of the training, have demonstrated the success of the program.

“We are looking for cultural change. We look for evidence from the participants themselves. We also interview their colleagues – and we try to conduct a 360 degree assessment where we also talk to their peers, we talk to their supervisors and we talk to team members looking for examples of changes in the participant's behaviour as a result of the training.”

“Some men have said they had no idea the things they were doing were impacting on women adversely, or had no idea that it was not acceptable. So there is a lot of evidence that there has been personal change, which in turn results in changes in the workplace. It is really quite profound.

“There's also evidence of empowerment for women,” Ms Faletau says. “They have felt more empowered to apply for promotions. I think the statistics around the Pacific show more women applying for leadership positions or senior executive positions. There has been a significant spike over the past five years across the region.”

Federal Agent Tina Westra marches at the International Association of Women Police conference in Durban, South Africa.



Inspiration: women from the Royal Solomon Islands Police Force march on International Women's Day. Federal Agent Tina Westra drew inspiration from the development of a women's association in the Royal Solomon Islands Police Force for creating a similar network in Mauritius.

Inspirational

The work in the Pacific continues to inspire other women. Federal Agent Tina Westra was deployed as a police advisor to the United Nations Office on Drugs and Crime (UNODC) Counter Piracy Program in 2013-14.

The UNODC program was headquartered in Mauritius in 2013 and Federal Agent Westra worked closely with the Mauritius Police Force (MPF). One of the advantages of working with the UN was the opportunity to network with numerous women police officers across the world. Her posting to Mauritius was no different.

Federal Agent Westra found that the percentage of women in the MPF was about 7 per cent. She says that was lower than historical percentages for police agencies in the Pacific. She also knew that more than 1200 women would be attending the International Association of Women Police (IAWP) conference in Durban, South Africa, within weeks of arriving in Mauritius.

With the theme of 'Global Empowerment of Women in Policing', Federal Agent Westra decided she would request an MPF police officer attend the conference with her.

"I didn't request for a male or female officer. I just wanted to raise the awareness of the MPF Commissioner that there was an international association for women police and how that might help the women in the MPF.

"It was in my work plan before I got to Mauritius to work with the women police there and the AFP was generally supportive of the plan. If there were funds available then the AFP was supportive of directing that to women in uniform."

The MPF Commissioner was also supportive of the request and female MPF WP Sergeant Urmilla Seetul-Greedharee was sponsored by the AFP to attend the Durban conference and become the first female officer to attend an IAWP conference.

A post activity report by Sergeant Seetul-Greedharee made three key recommendations for the MPF Commissioner to initiate an MPF Women Police Network in Mauritius and generate discussions and activities surrounding gender mainstreaming strategies and policies.

It was planned to launch the MPF Women in Policing Association on International Women's Day on 8 March 2014. It was also planned to take the opportunity to launch Mauritius Women in Uniform Association as well.

Federal Agent Westra says the Australian High Commission was supportive of the initiative. “I planted the seed and the High Commission pushed it forward”. The High Commissioner’s residence was used to launch the Women in Uniform Association and a number of dignitaries were invited. The US, UK and French ambassadors attended adding support.

Federal Agent Westra drew on her former experience and network, particularly a former role as Senior Liaison Officer in Vanuatu supporting the Pacific Island Chiefs of Police Women Advisory Network. She was also aware that a Women in Policing Network had been established in Solomon Islands and sought advice and lessons learned from that experience.

So on 8 March, the MPF Women in Policing Network and Mauritius Women in Uniform Association was launched at the Australian High Commissioner’s residence.

“We had fire brigade, customs, nurses, police and prisons as well as immigration in the network,” Federal Agent Westra says.

“They said they would meet once a month at one of the agency offices. Their commissioners and/or chiefs wanted to be there at the initial stages and they all wanted to promote their women’s network.

“So it sort of evolved in a bit of competition among the chiefs as to who had the strongest network and who had the most support. So it actually worked for the women by getting a focus from their chief or executive.”

The initiative was so successful that The Australian High Commission in Mauritius asked Federal Agent Tina Westra back to Mauritius in 2016 to set up other Women in Uniform Network in Rodrigues Island.

Work in progress

The AFP’s work with partner countries in the Pacific continues. Ms Faletau says the “future is bright” but there is a lot of work that still needs to be done. She says more individuals are becoming sensitised to the issues but policy and practices and the attitudes of senior managers and leaders remain the challenges for participants when they return to the workplace.

An important next step is to train trainers to take the program back into the respective agencies throughout the Pacific and for senior leaders and middle managers training programs to be conducted.

“A lot of the participants say ‘you know what – I really want to make a difference but my boss has no clue’,” Ms Faletau says. “Unless the bosses are sensitised nothing is going to change. Programs targeted at senior management and leaders will result in a trickle-down effect where change will cascade down.”

Ms Faletau says that work at the regional level with PICP is important, and feels there is support at all levels to make change happen. She says governments throughout the region have national gender development plans to increase the participation of women and to maximise their contribution in their communities. The AFP continues to support this effort to bring about change.

“The success we have with the FWCC training program can’t be a standalone solution to addressing the issues women face. We need to look at the bigger picture and continue to research and explore opportunities and programs that can work with the police to strengthen police response.”



AFP Police Islands Chiefs of Police (PICP) advisor Lautoa Faletau, right.

Building Bridges

by Jeremy Lasek

Building relationships that are genuine and sustainable with Australian communities is the work of the AFP's Community Liaison Teams.

Ten years ago, Sergeant Sam Elmaghraby, now a Team Leader based in Darwin and believed to be the first Muslim AFP Federal Agent, had a vision for the establishment of the AFP's Community Liaison Teams.

"I put together a business case back in 2006 in response to a review I conducted of CT and Intelligence which showed an increasing gap between police and community, and in particular youth at risk," Sergeant Elmaghraby said.

Building upon the relationships the AFP had established over the years, especially with the Islamic community, the expansion of the AFP's engagement with all diverse communities in Australia was an important step that required support at all levels, from the Management Team in the Melbourne Office to the CT Executive in Canberra.

"It was important to let the community own the project. There was a lot of consultation with the community, and in particular grassroots and the perceived at risk groups," Sergeant Elmaghraby added.

Sam Elmaghraby received the Commissioner's Medal for Innovation for having structured and built the program, and getting it off and running from day one.

Constable Fady Taha was among the first recruits for the Sydney-based Community Engagement Team, as it was known at the beginning.

Constable Taha said the aim in the early days was to break down negative perceptions and a lack of trust with the AFP from the Muslim community.

One of many highlights was when then Commissioner Mick Keelty addressed a full house of over 450 people at the Bellevue Reception Lounge at Bankstown, where the majority of guests were meeting AFP members for the first time.

"Muslim communities struggle with perceptions that they are a counter terrorism or national security problem. We built confidence in our organisation by taking a proactive and inclusive approach to engagement by reaching out to CALD communities," Constable Taha said.

"The aspiration was to break down barriers with minority communities affected by police operations. We were able to open the lines of communication and give people access to the AFP's senior executive.

"That work was uplifting for me and it made a real impact in times of crisis."

From humble beginnings as the AFP's 'Islamic Liaison Team' in Melbourne, it expanded to Sydney as the 'Community Engagement Team' within 12 months of commencement, and now 10 years on there is a Community Liaison capability in Melbourne, Sydney, Brisbane, Adelaide and Perth, with the CLTs becoming an important part of core business of the AFP.

AFP team member, Ms Anisa Sharif, is the longest-serving community liaison team member, having joined the Melbourne team seven years ago.

"Before joining the AFP, I was running art workshops at an Islamic school, which were designed to tackle Islamophobia," Ms Sharif said.

"I was very frustrated at the polarisation of the community that occurred after 9/11. The Muslim community had withdrawn and was not actively reaching out to tackle the growing problem with Islamophobia at that time.

"I was thrilled to be in a role which engaged the community at a much broader level whilst helping to support and inform the Muslim community about radicalisation – a topic which was abhorrent to most and not widely understood," Ms Sharif added.



“Our work is complex and challenging; but the work we do is highly valued and supported by not only the AFP’s Executive but also the communities in which we work. As a team, our strength is in our ability to build relationships that are genuine and sustainable”.

– Detective Sergeant Jeanette Boland, Team Leader Community Liaison Team (Sydney).



Ms Sharif said what she loves most about her job is her engagement primarily with insular groups.

“I love empowering women with confidence to try new things and one of the funniest moments was a group of Niqab-wearing women learning how to use power tools at a Bunnings workshop. They were covered in sawdust from head to toe but the excitement of learning a new skill meant so much to them.

“It was an awesome moment when they were not defined by their clothing, but felt accepted by the wider community.”



Community Liaison Team Melbourne
Anisa Sharif and friends take on the
high challenge.



CLT member Ms Anisa Sharif with female members
of Melbourne's diverse communities during the
launch of the Women in White project.

Ms Sharif has received two Australia Day Achievement Medallions from the AFP for her work with community.

Since their establishment there are countless examples of CLT initiatives which have helped to strengthen the relationship between the AFP and CALD communities, and assist vulnerable youth within our communities.

These include the Unity Cup in Melbourne, The Bankstown Poetry Slam, Sydney Thunder Leadership Program in partnership with Cricket NSW, support of the Knights African Boys Basketball Team and Eid Festival One Day Soccer Tournament for Somali youth in Brisbane, Afghan Girls Volleyball Team in South Australia and the creation of the Islamic Leaders Advisory Forum in Adelaide.

AFP Coordinator Engagement and Diversion Dr Jenny Cartwright said these initiatives demonstrate that law enforcement is not all about arrest and prosecution.

“It is also lending a helping hand and working with all Australians,” Dr Cartwright said. “It is also about listening and understanding the concerns of the communities, having that open dialogue and the ability to discuss and hopefully resolve issues of concern.”

Although small in number, in many ways CLTs epitomise the broader AFP; those who punch above their weight and who go about their work efficiently and effectively but who are not afraid to challenge the status-quo and strive for change for the better.

So much of their success is a result of their strategic and sophisticated approach to community engagement. This is a genuine and highly effective team-based approach to some of the most sensitive and challenging work within policing.

“The flexibility of my role in the CLT means one day I can be presenting to school children about internet safety and the next day meeting community members at a mosque in the country or suburban Melbourne,” said Detective Sergeant Tim Jolly, Team Leader of Melbourne's CLT.

“When engaging with the community, a large part of our role is to explain the duties of the AFP and shed light on how the AFP conducts its investigation without identifying methodology. The biggest challenges are the misconceptions that the community has about the role and duties of the AFP, in particular how the AFP conducts an investigation and the justifications required to undertake search warrants.

“However, this is when the relationships we have nurtured and the trust we have built can be relied upon to ensure accurate information in times of a critical incident or looming crisis can be passed on and concerns allayed.

Federal Agent Shane Johnson chats to a community member in Brisbane.



“Having these conversations, building trust and rapport, as well as learning about another culture has its rewards,” said Detective Sergeant Jolly.

Detective Sergeant Jeanette Boland has headed up the Sydney-based CLT for four years and describes her role as “extremely challenging” but providing “a huge amount of satisfaction”.

“Our work isn’t always easy, especially after the execution of warrants, but we know we have an important role to play in raising awareness and informing our internal and external stakeholders so that the community has a greater understanding of some police processes and the reasons and justifications behind why we may do things a certain way,” said Detective Sergeant Boland.

Heading up the Community Liaison Team in Brisbane, Detective Acting Sergeant Shane Johnson is in his 10th year with the AFP having previously worked for many years with the NT Police in remote Aboriginal communities.

Detective Acting Sergeant Johnson says the whole focus of his work is about building and maintaining relationships.

“By the very nature of CLT work, relationships built on trust and reach are the cornerstones of understanding, cooperation and cohesion,” Detective Acting Sergeant Johnson said.

And thinking outside the square is Shane’s modus operandi.

“I enjoy considering alternative approaches to complex problems over traditional responses when appropriate, particularly in the area of youth related issues.

“Seeing success from an alternative approach and avoiding a potential prosecution is another great feeling, particularly when it is community led and AFP supported.”

“As highlighted in this article, the CLT’s will continue to work in partnership with all Australian communities and build upon the solid foundations laid ten years ago. Such partnerships built on trust and mutual respect ensures we can address whatever issues arise in united manner. After all, we all seek to live in a harmonious community.” Dr Jenny Cartwright said.

...those who punch above their weight and who go about their work efficiently and effectively but who are not afraid to challenge the status-quo and strive for change for the better...



Christmas foil

Community liaison was
an important element
after preventing a
major terrorist plot.

by Hamish Walker

Just two days ahead of Christmas and hours before most of us were standing down for the holiday break, numerous AFP and Victoria Police officers worked tirelessly to prevent an alleged terror plot in Melbourne.

The operation known as Kastelholm was conducted by the Joint Counter Terrorism Team (JCTT) Melbourne and resulted in the arrest of six men and a woman and the execution of five warrants in the North West Metro Region. Four of the men were later charged with terrorism offences.

It is alleged the plot involved a multi-mode attack at landmarks in Melbourne's CBD on Christmas Day.

Commander Jennifer Hurst, who attended the press conference on behalf of the AFP, recognised the Islamic community as vital in countering terrorism.

"We consider the Islamic community in Melbourne an important part of the solution to combating violent extremists and their rhetoric.

"It is important for the community and police to continue to work together to promote an inclusive and supportive society.

"The priority for everyone is to ensure the safety of the community and we encourage people to speak to us if they have any concerns.

"Families and friends are vitally important in connecting with those who are vulnerable, while a cohesive society and social inclusion is critical in driving a counter-narrative to extremist ideology," Commander Hurst said.

AFP mindful of its relationship with Melbourne's diverse communities

Operation Kastelholm received widespread media coverage nationally and internationally. But how did this coverage affect Melbourne's diverse communities?

That was the priority of AFP Team Leader Federal Agent Tim Jolly who works in the Community Liaison Team (CLT) in Melbourne.

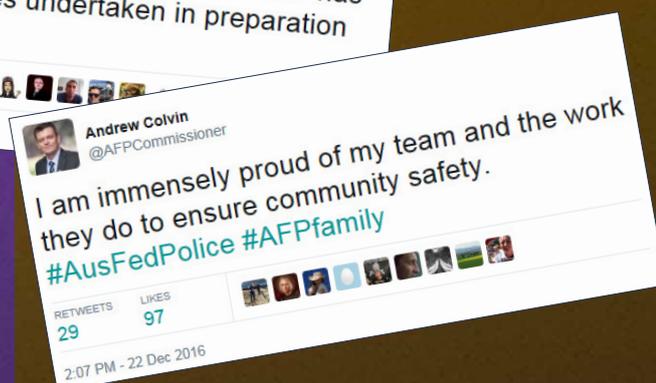
"Like every counter terrorism operation involving alleged offenders from a diverse background, we were aware Operation Kastelholm was likely to impact a specific community; in this instance the Islamic community. So we aimed to get out on the front foot and engage community leaders as soon as possible," Federal Agent Jolly said.

The CLT's post operational engagement with appropriate community leaders would not be possible without the years and years of relationship building and nurturing the CLTs undertake with influential community leaders and organisations.

"It is the informal coffees with community leaders, supporting local events and sporting initiatives that put a human face to the AFP, so that relationships are established long before they are needed, such as during a counter terrorism resolution or incident," Federal Agent Jolly said.



AFP Commissioner Andrew Colvin was one of the first to take to Twitter to discuss the arrests.





Members from the Melbourne Community Liaison Team (from left to right) Federal Agent Geoff Byron, Anisa Sharif and Federal Agent Tim Jolly.

“When talking to leaders, we hope to be the first to notify them of the operation to ensure the correct information trickles down through the community rather than myths and assumptions spreading from a next-door neighbour or through social media,” Federal Agent Jolly said.

Federal Agent Jolly said the CLT generally provides information within the parameters of the media release so as not to compromise the operation or court case.

“The community is always keen to know the names at the outset of those arrested so as to support the families. But we are unable to provide names immediately. Instead we explain the processes surrounding the arrest and court appearances and how the media is likely to report on the matter.

“When a matter involves alleged offenders from the Islamic community the CLT and members from Victoria Police collaborate when contacting key community contacts such as the Board of Imams Victoria and the Islamic Council of Victoria,” Federal Agent Jolly said.

Federal Agent Jolly said being a conduit of information in relation to post-operational activity is only a small part of the CLT’s work. They take on a much more proactive role when engaging with diverse communities in Melbourne on a day-to-day basis.

“There is the misconception that the CLT’s are an intelligence gathering tool and that is not the case. Building engagement and trust through longstanding relationships is the aim of the team.

“We are completely honest with those we work with in diverse communities. We don’t proactively seek out information but rather direct those who may wish to share information to the right area of the AFP.

“We always say it is not a crime to have alternative political thoughts, we explain that when thoughts manifest into a breach of legislation that is when police will get involved,” Federal Agent Jolly said.





Members from the community attend a Day for Daniel event promoting the National Day of Action to raise awareness of child safety, protection and harm prevention in Melbourne



It is not only extremist views the CLT discuss with diverse communities.

“The communities we speak with have general concerns, like all parents, about raising children in this day and age with access to the internet, smart phones and social media.

“Through the ThinkUKnow program (pictured) we speak to around 5000 kids per year about cyber safety. At the end of the presentations we encourage them to ask any other questions relating to AFP and all crime types, with nothing off the table.

“Of the four members in the Melbourne CLT team, three of us are sworn so the kids like to ask all sorts of questions about the AFP’s role, employment opportunities, and as always do we carry a gun and eat doughnuts of which we answer yes to both questions,” Federal Agent Jolly said.

“We are lucky to deal with people from such interesting and diverse backgrounds.”

If you are concerned about a family member or a friend who is becoming isolated from the family and spending increasing amounts of time on the internet, or who is radicalising toward violent extremism, you should contact the relevant authorities or the national security hotline on 1800 1234 00.

History of AFP Community Liaison Teams

The Community Liaison Teams (CLTs) were initially setup to engage closely with Australian Muslim communities. As the Muslim community evolved, and perhaps owing to some of the successes of the CLTs, the work has broadened in recent years to include many other culturally and linguistically diverse communities.

In Melbourne, the CLT also closely engages with many African communities, through in particular the support and attendance at the upcoming Africa Day Australia Family and Youth Forum.

The CLT also engages the new and emerging communities through attendance and presentations at settlement orientations training sessions being run by AMES Australia (organisation that provides settlement services in Victoria).

In particular, this year CLT Melbourne Office is managing a large scale project about the promotion of respectful relationships and elimination of domestic violence. This project will see the team partner with the InTouch Multicultural Centre Against Family Violence to conduct numerous workshops and information sessions involving diverse women, men and youth, giving them advice and linking them to knowledgeable professionals and local council services in their local communities.

AFP Team Leader Federal Agent Tim Jolly delivers the ThinkUKnow cyber safety presentation to a school in Melbourne.



Outgoing Acting RSIPF Commissioner Juanita Matanga passes command to Commissioner Frank Prendergast.

Leadership is the key ingredient to a new confidence within the Royal Solomon Islands Police Force as it prepares for life after RAMSI.



Leadership and confidence

by Graham McBean

The 2014 Solomon Island elections were something of a turning point for the Royal Solomon Islands Police Force (RSIPF) – and for its then newly appointed Commissioner, Frank Prendergast. A former Assistant Commissioner with the AFP, Commissioner Prendergast arrived in Solomon Islands in August 2014 and was sworn in as RSIPF commissioner on 29 August.

He says there were a lot of challenges organisationally, culturally and operationally including many upcoming major events; while at the same time the development of the RSIPF had to continue in preparation for the Regional Assistance Mission to Solomon Islands (RAMSI) drawdown.

But the first major challenge the police force faced was the looming national election in November 2014. Ensuring the elections were safe and secure was a test the RSIPF had to pass.

The force already was under pressure with allegations that it was unresponsive and lacking in discipline. The community was concerned about whether the RSIPF could manage. There was also criticism, unfair in his view, over its management of the April 2014 floods and subsequent riots. Being ready for the completion of RAMSI in mid-2017 was a national priority and concern.

“Everyone’s minds go back to the [election] troubles in 2005-2006,” Assistant Commissioner Prendergast says. “The police force was under a lot of pressure because of discipline issues and the accusations that they were non-responsive – all these types of factors.”

Not only were the elections successful – but the RSIPF earned international praise for its operational conduct. Importantly, the Solomon Islands community found new confidence in its police force. The RSIPF has been going from strength to strength ever since.

“I believe there is a growing confidence within the police force that ‘yes, we can do this.’”

Assistant Commissioner Prendergast says the missing ingredient was appropriate and accountable leadership, which was leading to discipline issues and a lack of accountability, which in turn resulted in inconsistent and at times sub-standard performance. Developing the appropriate leadership team and restoring standards was the absolute key priority, and while this was an ongoing endeavour over the next two-and-a-half years, it paid almost immediate dividends.

“When I arrived I commenced immediately renewing and developing the leadership team as well as enforcing basic standards and the performance of the police force improved quite remarkably and rapidly,” he says.

“Now that doesn’t happen because one person comes in. That happens because the latent capability exists and it just needed the right leadership approach to bring it out. It also occurs because the RSIPF has a lot of very talented and committed staff who were trying to do the right thing, and because the Participating Police Force (PPF) has been working hard for a long time to develop RSIPF capacity and capability.

“I was in the fortunate position of being able to build on the good work of a lot of people so my main role was to build an environment that enabled the potential that existed to be realised. In this I had a lot of valuable support from a range of PPF and RSIPF officers particularly the Commander PPF Greg Harrigan, and Deputy Commissioner Juanita Matanga. After the performance of the RSIPF during

the 2014 Election I was very confident that with the right leadership the police force would perform well in the future.

“I was also confident that the work the RAMSI Participating Police Force had done with the RSIPF was bearing fruit. So, like most things, leadership is the most important ingredient.”

The progress of the RSIPF since the 2014 elections has been remarkable. Assistant Commissioner Prendergast highlights that the RSIPF has transformed from being a major receiver of aid to an RSIPF that is increasingly training other Pacific nations. RSIPF officers have, for the first time, deployed with the United Nations to Darfur.

Work continues on getting the RSIPF operational model in place, based on the New Zealand Police crime-prevention model but amended for the Solomon Islands environment. Assistant Commissioner Prendergast says the RSIPF has “a very good strategic road map ahead”, including a five-year capability plan focusing on what is needed to operate in the Solomon Islands environment.

The capability plan is further augmented with a resourcing plan based on the 2015 RSIPF/PPF *Cost of Policing Report* initiative. Assistant Commissioner Prendergast says the road ahead for the RSIPF is well documented and is understood by the force. It also includes the support required from the new Solomon Islands Police Development Program (SIPDP) as the June transition approaches.

Assistant Commissioner Prendergast says the RSIPF is ready. As RAMSI transitions into the SIPDP, Solomon Islands



will still look to its partners, particularly Australia and New Zealand, for support. But that support will be much more in the nature of capability and capacity development rather than operational policing.

“The RSIPF is looking to the new program to build on the partnership that exists with the PPF, and to focus on building RSIPF’s capability, improving RSIPF corporate support and assisting with the implementation of the Crime Prevention Model. I think if that happens the RSIPF will be pretty well placed.”

“The bottom line is,” Assistant Commissioner Prendergast says. “The RSIPF has been working without a lot of operational assistance from RAMSI for the last two years, particularly. For example, last year we were challenged by a large number of special events that required significant planning and operational responses from the police force.”

“Some of those events were concurrent and included coping with natural disasters as well as dealing with major crime issues. At the same time, with the assistance of the PPF we were implementing a major strategic change program within the police force including increased recruitment, cultural and workforce reform, capability development, and the implementation of a new operational model.

“I am pleased to say that the RSIPF Executive and the police force managed all these competing priorities very well, and I believe there is a growing confidence within the police force that ‘yes, we can do this.’”

Assistant Commissioner Prendergast says the RSIPF will need to continue to change and improve. He says any police force that doesn’t “come to grips” with change will quickly become irrelevant.

“What you need is a police force that has got the right culture, is responsive and is capable and flexible enough to deal with whatever challenges arise. Like every other police force, the RSIPF will need to maintain its commitment to continuing to improve.” But with the support of the SIPDP he is confident that it will.

“It is very clear to me that with an appropriate leadership team in place, the work that RAMSI has done over the years has really paid dividends which you can see in the development of the RSIPF today. Everyone who has been involved in the PPF and RAMSI should be very proud of what has been achieved.”

Cricketing for peace

by Andrew Gordon



The international police family join together to support the Fayyaz Sumbal Foundation.

At a funeral in Quetta, Pakistan in August 2013, Balochistan National Police Deputy Inspector Fayyaz Sumbal bravely put himself in danger when a suicide bomber targeted the Balochistan Police Inspector General.

Fayyaz and 38 others from the Balochistan Police and Frontier Corps tragically lost their lives in the attack. Fayyaz was well known to AFP members based in Islamabad and his death affected them greatly.

Fayyaz was also a friend of the greater AFP, visiting Australia in 2012 as part of a Pakistan delegation to a bomb data conference.

Pakistan's High Commissioner Naela Chohan presents AFP Captain Brett James with the inaugural Police Community Cup at Manuka Oval in Canberra to support the Fayyaz Sumbal Foundation.

Following his death, AFP members based in Islamabad decided to organise a charity cricket match to raise money for the bombing victims' families.

Pakistan great Shoaib Akhtar lent his bowling skills to the Australian team that took on the best from the Gymkhana Cricket Club in Lahore. While the Australian team didn't win on the day the first \$5000 was raised for the Baluchistan Police Welfare Branch.

The success of this first cricket match saw the establishment of the Fayyaz Sumbal Foundation in Pakistan and Australia.

The driving force behind the foundation is AFP Federal Agent Danny Caruana, who was an AFP Counter Terrorism Liaison Officer in Islamabad when Fayyaz Sumbal was killed.

"Law enforcement families in Australia are greatly supported by our Police Legacy organisations when tragedy strikes," said Federal Agent Caruana.

"With little official and charitable support available in Pakistan, it was clear that a charity set up specifically to assist the families of Pakistani servicemen and women wounded and killed in the line of duty would be of great benefit."

Federal Agent Caruana said attacks on police and police establishments were becoming more common in Pakistan.

"On average, a police officer is killed in the line of duty every single day in Pakistan, often leaving a family without a breadwinner. A little bit goes a long way in Pakistan and to see some smiles on the faces of partners and children really buoys us."

"Since that first match in 2013 we are proud to say further matches have been held in both Pakistan and more recently in Australia, with more than \$50,000 provided in direct assistance to the families of fallen police."

Held in 2014, the second match saw generous support from Cricket Australia with a donation of playing equipment and former Pakistan batsmen Majid Khan and Salim Malik leading their side to a narrow win over the Australian side.

The match in 2015 was again won by the Gymkhana XI who recruited former Pakistan Test captain Salim Malik.

It was in 2015 that saw the first match held on Australian soil with the inaugural Fayyaz Sumbal Social Cup held in Perth. This match was between an AFP XI and a local Pakistani Community XI and once again the Pakistani team won the day.

2016 saw further matches in Melbourne at the home of the Ashes at Rupertswood Cricket Club in Sunbury and the first 'Polliebash' match in Hobart – with Tasmania's media industry taking on political types from across the state.

The most recent match was the Police Community Cup held in February at Manuka Oval in Canberra that finally saw an AFP team win with a strong showing against the New South Wales Police Force XI.

The importance of the foundation hit home only recently with the death of the Patron of the foundation, Lahore Police Captain Ahmad Mobin in a terrorist attack in Lahore in February 2016.

"Captain Mobin was attempting to mediate at a protest at the local legislative building when the attackers struck. The bombing killed Captain Mobin and five of his colleagues along with seven others and a further 85 people were injured," said Federal Agent Caruana.

"Captain Mobin is survived by his four children. Now more than ever the support of the Fayyaz Sumbal Foundation is required for the families of our fallen colleagues in Pakistan."

For more information go to www.fayyazsumbalfoundation.org



Cameraderie: Pakistan national Farheena Rehman and Australian Grant Raubenheimer pad up for the Fayyaz Sumbal Cup match in Lahore.



The inaugural Police Legacy Route 66 will bring 37 participants for an intrepid journey on the iconic road trip.

It is the biggest fundraiser in AFP Legacy's history which in August this year will see 37 participants travel across America's heartland on the famous Route 66.

Modelled on a similar charity ride which raises money for Ireland's Temple Street Children's Hospital, it is hoped the Australian police charity ride will also become a biannual fundraiser.

Ken Brennan, a 32 year veteran with the Ireland's An Garda Siochana, played a significant role organising the inaugural Irish Route 66 fundraiser in 2002. This event is held biannually and it is the biggest fundraiser for the children's hospital having raised more than \$5 million over the eight events.

A decade later, fate took Ken to Cyprus as part of a UN mission where he fell in love with an Aussie cop, Louise (Lou) McGregor, who was also posted there with the AFP and is now with Crime Operations in Canberra.

Now based in Canberra, Ken is CEO of the Transport Industry Skills Centre at Majura. He is also one of the driving forces behind the Police Legacy Route 66 fundraising ride.



Iconic ride

Big ride, big hearts – let's get behind our Route 66ers!

by Jeremy Lasek

"Anyone who has seen the incredible support Police Legacy provides for the families appreciates its importance," Ken said.

He says the Route 66 ride has a twofold purpose.

"It will raise valuable funds for all Australian police Legacies while at the same time raising the profile and awareness of the work Police Legacy does in all states and territories across Australia."

AFP Sergeant Lou McGregor had no interest in motorbikes till she met Ken. She will lead the support crew on the long journey from Chicago to Los Angeles – from Illinois, through Missouri, Oklahoma, Kansas, Texas, New Mexico, Arizona, and finally reaching California.

"I've never been a rider and it's only since I met Ken that I started riding pillion. I love it now," Lou said.

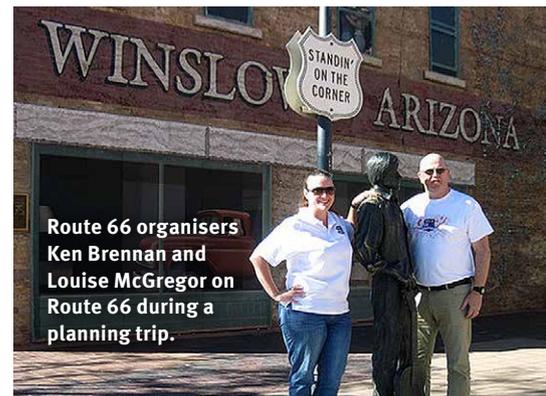
Last year Ken and Lou started planning the event and travelled to the States to meet with a small group of supporters there and to begin mapping out the complex logistics to turn their fundraising dream into reality.

"I think we are all excited to be able to take this trip of a lifetime while at the same time raising lots of money for our Police Legacy families," said Lou who is now a board member of AFP Legacy.

In all, 16 serving AFP members and four retired or former members will put on their leathers and join the trip, either on the bikes or in a support role.

Route 66 Police Legacy Ride – 12-22 August 2017

- 12 days
- 3,940 kilometres or 2,448 miles
- Three time zones
- Eight states



The epic trip will begin with a wreath laying organised by the Chicago Police Department at their memorial and a 16-kilometre escort to take the convoy beyond Chicago's city limits.

The fundraising goal is set at \$60,000 and all participants have made a contribution to enable them to take part.

Brittney Johnsen will honour her dad when she takes part in the Route 66 ride later this year. She had just turned 15 when her father, Commander Mark Johnsen, died.

She said one of the saddest, yet proudest moments of her life was receiving her father's police medals at his funeral which was attended by 1,000 people.

"That incredible show of support made us realise so many people cared about our dad, and soon after this, AFP Legacy came into our lives and took our family under their wing," Brittney said.

"My elder sister, Kira was 19 and my younger sister, Rhianna was just 12. We adored dad and were devastated at his passing.

"When my sisters and I completed our college education, AFP Legacy provided us with some financial assistance to help towards further studies. It was a valuable foot up to the next chapter of our lives."

"I am extremely overwhelmed to be given the privilege of being involved in the Police Legacy Route 66 ride. It really will be the experience of a lifetime and such a wonderful

cause for an organisation that changes lives for the better," Brittney added.

Brittney will be joined by another Legatee, Kefi Faupula, who will also take part in the event.

In April and July, the participants will all come together for two training rides. A chance to get to know each other and to learn to ride 'on the wrong side of the road'.

By day, Tony Rowley works in the AFP's information security area. Out of hours one of his greatest passions is his motorbike and hitting the highway.

Over the years, he has done some great trips, including two weeks around Tasmania on his BMW way back in the 1970s. He's also done the Great Ocean Road and Hervey Bay – but nothing like the legendary Route 66.

Tony will be joined on the trip by his wife, Sharon, who will ride pillion.

"The opportunity of combining our love of riding with raising money for AFP Legacy was too good to pass up," Tony said.

"We are aware of the iconic status of Route 66 and the important part it played in populating the west coast of the US, particularly after the depression.

"We're looking forward to seeing a cross-section of American culture, both past and present, certainly more than you would see when visiting the more traditional tourist destinations."



Tony and Sharon Rowley have signed up for the epic journey.

A note from the AFP Legacy Board

It has been a sad start to the year for the AFP family. Many people have asked us what they can do to help and from our perspective the answer is simple. Donate.

Whilst we help with traditional expenses such as education costs, we also support our families based on their individual needs. Some of this additional support may include grief counselling, extra-curricular costs such as music lessons, sport and respite for carers.

AFP staff can become a contributor and member of AFP Legacy through the workplace giving program. By shouting us the equivalent of a cup of coffee each pay (\$5) you will be helping us to build on the work we do and the support we provide to our families.

It's easy to do: go to Insight, Payment Details, Deductions, and add a deduction for AFP Legacy. Words cannot adequately express how much this support means to our families, so on behalf of all of them – THANK YOU!



For another participant, Senior Constable Russ Allan, his participation in the ride is a chance to give back to the AFP towards the end of his career.

“The AFP is an organisation of excellence with its great value being its people,” Russ said.

“I feel passionate about the work of police legacy and having the opportunity to participate in the ride is a real gift; a once in a lifetime journey I feel privileged to be a part of.”

Detective Senior Constable Steve Collicutt spent 21 years with the Navy before joining the AFP.

Steve has been a motorcyclist since 2005 “and riding Route 66 is on my bucket list life challenges”.

“I am a member of the AFP Legacy and happily provide financial support to AFP Legacy through fortnightly deductions from my police salary. I encourage many more members to do the same.”

It's a simple message – get behind this worthy cause. Go to the website (AFP Legacy Route 66) and donate.





AFP Police Advisor, Tonga Police Development Program, Sonia Sawczak, hits the pool to help teach Tongan children to swim. She says community service is about giving something back.



Second shift

Paying it forward is a common priority for law enforcement members who embrace the spirit of community service.

by Graham McBean

It's not an uncommon event for police officers and those drawn to service-oriented jobs to go beyond the call of duty. Taking on challenging service jobs often means a commitment to community service in the first place. It's probably not surprising that once many have downed the tools of the trade for the day, they often embrace their passion to go one-step further in their private lives.

The professional role of the AFP places members in many diverse situations at home and abroad. Often situations and circumstances – big or small – just need someone or something to lend a hand. Sometimes this goodwill leads to amazing results.

Senior Liaison Officer Guangzhou Bill Polychronopoulos arrived on posting in 2013. An avid AFL supporter, with

certified coaching credentials, Bill fronted up to the local Scorpions AFL club. At that time, the Scorpions played in a Hong Kong based expatriate league that had a small group of Chinese nationals. It was a low priority for most of the players who were in Guangzhou for professional reasons.

Bill says the exception to this were the Chinese participants. "At that stage, AFP Sergeant Aaron Hardcastle was my Liaison Officer," Bill says. "We were both heavily involved in playing footy and we decided 'well, why not promote the game to the Chinese and focus on the Chinese boys'. So I had a couple of meetings with the Guangzhou University to introduce AFL as part of its sports program."

As chance would have it, Port Adelaide AFL club had made a decision to sponsor AFL in China. The Australian



Senior Liaison Officer Guangzhou Bill Polychronopoulos discusses game strategy with Scorpions player Chen Shaoliang.

consulate in Guangzhou was also interested in supporting the initiative through its diplomacy program. Negotiations between stakeholders thus gave rise to the South China AFL League.

In four years, the league – like Bill’s enthusiasm – just keeps getting bigger. Bill is now on the Port Adelaide China Advisory Strategy Board as a volunteer and advisor. Just 12 months later, Bill brought a Chinese team to Australia for the International Cup, held every three years to promote the game abroad. Bill also organised to have an Australian Indigenous team to play in China.

“It’s just about our culture – it’s about our way of life. We are two worlds apart in terms of our culture. For the Chinese here, especially the young kids, they are very focused on finishing university and getting a job. Here we play sport and we play it as a social gathering and we wanted to bring these young Chinese boys into this social environment.”

There are now four teams in the league with more than 70 players. A further development was the establishment of the AFL Auskick program, which was supported by the Chinese players in the Scorpions. Port Adelaide also established a sponsorship program with the South Australian government. Scorpions’ player Chen Shaoliang is now furthering his studies in physical education.

To top it all off, Port Adelaide will play the Gold Coast for premiership points on 14 May in Shanghai, which will be a history making effort for the Chinese and the AFL.

Bill says it is the power of sport to bring people together. “It was just a new idea. AFL has always been a passion with Aaron and me – and why not send the message through sport. It was just a new idea, a new opportunity for them to represent their country and an opportunity for these young athletes to learn a new sport and be diverse.”

Closer to home, AFL was also a vehicle for AFP Sydney Community Liaison Team member Amna Karra-Hassan to bring people together from diverse communities. One of her proudest achievements was founding the Auburn Giants

women’s AFL team in her home suburb in Western Sydney. It also earned her a nomination in the 2016 Australia Day awards as a NSW finalist for the Australia’s Local Hero award for using sport as a vehicle for social inclusion.

For Amna it is about extending the dialogue through her work with the AFP into networking into social action. The team broke new ground in women’s sport and in bringing multicultural and Muslim communities together. The fact that the Auburn Giants are a highly regarded footy team on and off the field is a real bonus.

“It’s an achievement to tell a story that inspires others and creates a sense of hope,” Amna says. “That has been my greatest achievement – to persistently build a story of resilience, courage and success. I’m proud of the contribution to community. The Auburn Giants has a significant digital footprint and [has had significant] representation in traditional media and has attracted household names as sponsors.”

The common ground of health and fitness is also prominent for AFP Police Advisor, Tonga Police Development Program, Sonia Sawczak. Sonia is passionate about giving back to her local community. As part of her professional duties, Sonia assists Tonga Police recruits with their swim program each week. She returns to the pool in her off-duty hours.

“I’m involved in a local swim club that our kids train with. Occasionally, I get in the water and help with lessons, but most weeks I sell sausages to fund raise for the swim club,” Sonia says.

The Hakula Swimming Club was established by Australian ex-pat Rochelle Fineanganofa in 2014 to enhance the water-safety skills of Tongan children, create pathways for children into competitive swimming and develop self-confidence, commitment and discipline of children through swimming squad training. The Hakula Swim Club squad trains throughout the week but Sonia says few Tongan children learn to swim, surprisingly when they are surrounded by water. Saturday mornings are set



aside for learn-to-swim classes, predominantly for the Tongan children.

“It is actually our daughter, Taisa, who is a confident swimmer, who supports the teaching. Essentially, the Hakula Swim Club squad members, including our kids and their parents, volunteer their time on Saturday mornings to run the classes to teach young children to swim. It is a kind of pay it forward initiative to give to the community what you have gained.”

The club operates mainly through word of mouth but Sonia says it’s a really positive and successful community event for everyone. “Parents bring their children and get them in the ocean pool learning to swim. When the club runs the learn-to-swim sessions, we have races, a sausage sizzle and the Tongan people are always happy to support the club. They buy sausages and a bottle of water to support the club. It’s a very strong program for the community and the children love it.”

“You feel that you are a member of the community and whatever you gain you should pass it forward. All the kids who are members of the squad who get free squad training two or three days a week, volunteer their time on Saturday for the Learn to Swim program. The ethos of the actual club is that you pay it forward and that is a Tongan cultural trait in supporting and helping the community.”

Brent Hunter has lived in the Queanbeyan area near Canberra and now works at AFP headquarters in the national capital. Brent has had a long commitment with the State Emergency Service (SES) and Rural Fire Service (RFS) as a volunteer. He was the 2014 SES Young Volunteer of the Year and Queanbeyan Citizen of the Year in 2015.

Brent works as the public information officer with the Queanbeyan SES, while his RFS service is an active role as a fire-fighter. Brent says he continued with both organisations after joining the AFP in 2015 for the lifestyle diversity and the satisfaction of giving something back to the community.

“It’s much the same sort of motivation that draws people to law enforcement – helping people and the community,” Brent says. “It’s about the people you’re helping and there is a lot of satisfaction in that.”

“We were in Moree responding to floods in 2011 and we came across an elderly lady isolated in her house. She had been there for three or four days, she had no water and no family in the area at all. So we had to arrange to get her the help she needed. To provide that sort of help to people is really very rewarding.

“You’re not having the best day if you need the SES, CFS and AFP at your door – but it is very rewarding to be allowed to have that experience and perhaps you are getting people back on track.”

The Auburn Giants hone their AFL skills in Sydney.

AFP member Brent Hunter hard at work on his ‘second shift’ as a volunteer with the State Emergency Service.

AFP member Brent Hunter who volunteers with the SES says supporting the community – in good and bad times – is its own reward.



Protecting the community

The AFP and partner agencies are working hard keeping the community safe from drugs.

The AFP had a busy time working with partner agencies to prevent illicit drugs reaching Australian streets this summer. The agency was involved in at least seven significant importations of illicit substances seized since November.

Four of these operations (Kragle, Trapani, Okesi and Armour) involved a smaller vessel bringing drugs to our shores from a 'mother ship'. The largest importation of these was Operation Armour, coordinated by Brisbane-based Organised Crime & Cyber, which resulted in the seizure of in excess of 1.4 tonnes of cocaine and the arrest of six men.

With alleged offenders making use of a 'mother ship', the AFP has been working more closely with the Australian Border Force's (ABF) Maritime Border Command (MBC) — a multi-agency task force responsible for leading Australia's civil maritime security operations.

Furthermore, two of the seizures were the result of long running investigations (Okesi and Armour), each running for over two-and-a-half years.

AFP Commander Chris Sheehan, who was acting Assistant Commissioner when many of the operations went to resolution, thanked all AFP officers involved in what were complex and protracted investigations.

"I want to thank our people for their tenacity and dedication. Two of our latest investigations into major drug importation spanned two-and-a-half years, and required great resilience to bring to resolution.

"I want to acknowledge the personal sacrifices made by all involved, and make special mention of the AFP families who continue to support their loved ones in the line of duty. Our primary aim is to protect Australia and its interests, and this result is a win for the community," Commander Sheehan said.

Commander Sheehan further commented that those considering importing illicit drugs should think again noting the very serious consequences of their actions, which will likely include prosecution and imprisonment.

"Organised crime enterprises that seek to profit from these insidious drugs which cause significant harm to the Australian community, can expect the full force of the law to be used against them," Commander Sheehan said.

Op Kragle (Sydney, 17 Nov 2016)

Liquid methamphetamine
90 litres/\$42.8 million



Op Ingenika (Sydney, 22 Nov 2016)

Crystal MDMA
500kgs / \$60.3 million



Community

by Hamish Walker

Op Houghton (Melbourne, 9 Jan 2017)

Pseudoephedrine
300kgs/\$61.25 million



Op Okesi (Sydney, 25 Dec 2016)

Cocaine
1106kgs/\$360 million

Heroin
30kgs/\$11.25 million



Op Armour (Brisbane, 6 Feb 2016)

Cocaine
1.4 tonnes/\$455 million



Op Trapani (Hobart / Melbourne)

Cocaine
180kgs/\$58.5 million



Op Bromley (Melbourne, 5 February 2017)

Cocaine
254kgs/\$82.55 million

Methamphetamine
104kg/\$104 million





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