

AUSTRALIAN FEDERAL POLICE

PLATYPUS

MAGAZINE

The road to the AFP

Mechanisms for change

Labour of love

Shifting boundaries

JUN-DEC 2015



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.



Cover image: A lifetime career in the AFP starts at the AFP College (see page 5).

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We will remember

10th Anniversary

29 September 2016



NATIONAL
POLICE
MEMORIAL

[Click here to watch an interview with AFP Commissioner Andrew Colvin on gender issues](#)



Commissioner's message

A key focus of this edition is the important contribution female officers make to the AFP. Research shows that women offer a unique policing style, different to that of their male counterparts. This edition highlights the benefit that gender equity brings to an organisation and the skill and dedication of the women featured. The articles show the game-changing nature of having talented and determined women involved at all levels within any organisation.

Assistant Commissioner Mandy Newton and I released the IDG Gender Strategy last year, which called for an increase in the number of women in police development and stability operations. The strategy generates a clearer understanding of the role of women in law enforcement and peace building and the delivery of gender-sensitive policing and appropriate responses to gender-based violence in partner countries. This highlights the contribution the AFP is making on the national and international stage and within the organisation itself.

Senior women in the AFP leadership team have contributed to regional initiatives providing mentoring and guidance to foster the involvement of women in law enforcement leadership internationally. Assistant Commissioner Justine Saunders, Commander Andrea Quinn, and the Liaison Officer Ho Chi Minh City Paula Hudson recently attended the 38th Asia Region Law Enforcement Management Program in Vietnam. The featured story discusses the success of the program and highlights the important contribution senior women in the AFP leadership team make to the broader law enforcement community.

The importance of giving back to a community is perfectly illustrated by Federal Agents Libby Bleakly and Teresa Beck in Timor Leste. These outstanding officers are personally raising \$350,000 to create a youth centre at the Comoro community near Dili. It has the sponsorship of former Timor-Leste President Xanana Gusmao and I wholeheartedly wish them every success in their labour of love.

Also in Timor, Federal Agent Gayle Judd demonstrates that women officers in key leadership roles can influence change. Her ground-breaking work toward gender equity in the Policia Nacional de Timor-Leste is featured in a special Platypus video profile in this edition.

Back home in Australia, the real-life drama of Richard Chichakli (aka Jihad Almustafa) tells the incredible tale of how a fugitive from the United States was identified and arrested in Australia from fingerprints he supplied with an application to join Victoria Police. This feature traces the life and undoing of a serious criminal.

The fantastic work by AFP's National Missing Persons Coordination Centre led to closure for the Milograd family after a 44-year missing person's case. The story of Tamara Milograd is both tragic and heart-warming in its resolution. Tamara had been missing since she disappeared at 16 years' old in 1971.

Please enjoy this edition of Platypus magazine and go to platypus.rvrapid.com to watch the videos interviews embedded in our online edition

Commissioner Andrew Colvin

The road to the AFP

The AFP's international reputation of excellence begins at the AFP College and continues throughout a police officer's career.



Graduation day after 24 weeks of training.



Constable El Hewitt practises pistol drills before live firing the Glock standard police firearm during her recruit course.



Constable El Hewitt prepares for training



Constable Saxon Martin does an initial vehicle check during the Driver Training Module of his recruit course.

We are trying to find the right people, with the right skills for the right job at the right time.

Recruitment

It was a long and winding road that brought Constable El Hewitt through the doors of the AFP College as a recruit in February this year. The British-born 41-year-old single parent had dreamed of coming to Australia as an eight-year-old when waving off an auntie bound for Melbourne. El finally realised her ambition in 2005 when she arrived in Australia as a teacher on a government sponsorship.

In the course of her journey, Constable Hewitt cultivated and developed a community-service ethic that would prove to be the bedrock of her values as a future police officer. She trained as a teacher in Britain and gravitated to working with children with troubled backgrounds.

Her respect for law enforcement was first nurtured in Council housing in Britain, where a constant police presence made her feel safe despite a problematic community environment. In Australia she worked in the judicial system and prison management systems in Victoria, which brought her in contact with police officers. Ultimately, she began her recruit course in January.

“Human behaviour really fascinates me,” Constable Hewitt says. Her experiences with children with troubled backgrounds, working in the justice system and her own concerns as a parent raised her concern over drugs in society. “Most people that came through the doors had some sort of relationship with drugs – either they were addicted or took them. I don’t want to suggest I can change the world or anything like that but I just want to do my bit.”

Each recruit, of course, has their own journey that leads them to a career in law enforcement. But it’s no accident that each recruit finds themselves walking through the doors of the college. The AFP recruitment process is complex and comprehensive. Once inside the doors of the college, the recruits then embark along a common journey toward a career in professional law enforcement.

The process of selecting the AFP’s next generation of police officer is multifaceted. This process has become even more focused and defined in the past few years. Under the AFP’s new Program Saturn, the training and learning philosophy for AFP members from recruitment to retirement has been identified and articulated like never before.

As the former National Manager Human Resources, Assistant Commissioner Shane Connelly was directly involved in bringing Program Saturn into the AFP orbit.

“We are trying to find the right people, with the right skills for the right job at the right time,” Assistant Commissioner Connelly says. “We want to align our people’s skills with capabilities we want to have within the organisation.”

Assistant Commissioner Connelly is quick to add that the AFP has always recruited good people. He says that consistently AFP national managers have been very happy with the standard of constable that graduates from the AFP College. But ever-present change within the modern world demands a management philosophy that factors change into the mix.

The suite of sub-programs under Program Saturn is designed to integrate the capability needs of the AFP into a collaborative whole. With a better understanding of the AFP’s needs, the organisation then can look for the right people for the right job, whether as sworn or unsworn members of the AFP. This philosophy has already shaped significant strategies within the AFP’s approach to recruiting uniformed members.

Annual recruitment. The AFP will now recruit every year, despite its enviously low attrition rate of about 2 per cent. This will allow the AFP to continuously seek and find the right people in each year.

Diversity. Recruiting annually also allows the AFP to seek a diverse range of people that reflects the Australian community from each new group of people entering the workforce. Assistant Commissioner Connelly emphasises the benefits of diversity. This includes gender and indigenous recruitment in what Assistant Commissioner Connelly calls ‘traditional diversity’.



Recruits do the hard yards at physical training



Recruits conduct a training scenario at the AFP's Majura training facility



Constable El Hewitt during operational safety training on her recruit course



Recruits during training in Canberra

It also includes skills diversity such as people from non-English speaking backgrounds that have language skills and also may have other technical skills needed by an increasingly technical world.

"Diversity is so important to us and skills diversity is so important to us because the world is becoming more and more complex with a requirement for more and more specialist skills," Assistant Commissioner Connelly says.

"You can see that in the ICT area, you can see that in the cybercrime areas, in forensics and for accounting in the proceeds of crime. There are so many areas now requiring specialist skills. So recruiting the right person for that job is so important."

University graduates. Assistant Commissioner Connelly says recruiting every year will also allow the AFP to seek the right people from the available pool of university graduates around Australia. While the AFP does already have a graduate program, targeting small numbers of graduates every year will ensure that key demographics are being maintained.

"So we are looking for young, fit women and men from diverse backgrounds with a diverse range of skills. That's really what we are after," Assistant Commissioner Connelly said.

AFP College

And so 'Recruit' Hewitt and 54 other colleagues arrived at the AFP College to begin their careers as police officers. The two courses — Federal Police Development Programs (FPDP) 1 and 2 of 2015 — thus embarked upon 24 weeks of recruit training.

Recruit training consists of eight major learning modules. Recruits need to achieve a pass in each of these modules before moving onto the next phase of training. The early stages of the course do focus largely on theory lessons as the recruits begin to absorb the organisation and law enforcement landscape.

"We started off doing a lot of theory, which is very necessary to give an insight into the organisation and police powers, evidence and the offences," says Constable Hewitt.

"But the way the course is structured, they break up the theory and give us more practical experience — exposing us to more practical experiences as well."

Theory does give way to practical exercises as recruits become more tutored in law enforcement. Scenario-based exercises practise the recruits in the theory lessons they are learning. The recruits are trained to conduct interviews and take statements from witnesses and offenders. Recruits access training versions of the technology and management tools they will use once they graduate to process the results of these exercises.

The AFP's Recruiting Training Superintendent Stewart Allen says the initial weeks of training are an important foundation to future training. He says it is essential that recruits are immersed into the police culture — and this takes time and process. In these crucial first weeks, the recruits not only learn new information but they are having police values demonstrated daily as a way of life.

"Educating recruits about the values of the AFP is a critical part of their education but they also need to understand what it means to be a police officer," Superintendent Allen says. "We are introducing them to the police lifestyle and bringing them into the police family."

"We introduce them to how they will be perceived and how to engage with the public and the expectations that the public will have of them. So we are teaching them what it is to be a police officer — how to survive and cope in the policing role."

Instructors use a process colloquially called 'listen, look, do'. New skills are introduced during the theory lessons. They are then demonstrated in practical examples by instructors. Finally, recruits practise these skills in the exercise scenarios. With this new information and new skills embedded as a foundation, recruits then progress to advanced practical modules of core skills required by police officers.

So by mid-course, recruits are actively engaged in skills such as driver training, firearms and operational safety. These new skills build on the practical modules that have gone before and further add to the core skills needed by police in the day-to-day routine of law enforcement.

Constable Hewitt says the operational safety module was one highlight in the course. The two-week operational safety is essential training in the range of response options available to police in the day-to-day performance of police powers. From negotiation to batons and firearms, the recruits are trained to use the equipment they carry in order to establish their own safety, and that of other team members and the public.

"We all make mistakes but I think that everyone would agree that we are not perfect and if we are going to make mistakes then now is the forum to make mistakes and learn from them," she says.

Driver training was also a popular module among recruits. Former defence member Constable Saxon Martin says he particularly enjoyed the driver training. He says the first week of driving was more assessing what level each recruit's skills were at and ironing out bad habits. The second week was moving on the specialist police driving skills.

It was during this stage of training that the 28-year-old got his first insight into being a police presence in the community. "Just even being in uniform and being around in the public, seeing it on the other side to being in the car — now you are that person. It's a weird feeling and it's hard to describe."

Constable Kate Wilson-Smith, also a former defence member, also got a lot of value from the driver training.

"One of the highlights was learning how to confidently drive the police vehicle fast and getting to that point from being a pretty cautious driver where I felt in control of the vehicle and could drive quickly in pursuit of other vehicle," she says.

"Diversity is so important to us and skills diversity is so important to us because the world is becoming more and more complex"



“I knew that there was going to be physical and mental challenges but I also didn’t really have a clear idea of what to expect.”

Constable El Hewitt on the firing range during recruit training.

[Click here to watch an interview with Constable Kate Wilson Smith](#)



Values

The one constant among the recruits was the ethos of law enforcement. All are motivated by that same community service spirit. The desire to give something back as part of a bigger whole is what attracted them in the first place — and subsequently allows them to thrive in that environment. It was almost like finding home.

Constable Wilson-Smith says teamwork and ethos was actually one of the highlights of the course for her. As a former Australian representative in badminton, the AFP’s reputation and commitment to excellence was definitely something she was looking for in a profession.

“I knew I was going to be challenged, I knew that there was going to be physical and mental challenges but I also didn’t really have a clear idea of what to expect,” Constable Wilson Smith says. “You can research on the internet and you can read and ask questions but you don’t know until you get here. I think everything came together at the RAVC (Recruit Applicant Validation Centre) weekend which was the validation weekend before we started and that was when we finally got to set foot into the college.

“Every day just being part of this group of fellow recruits, plus the instructors, all embraced the AFP values. It’s just so easy to get up and come to work every day when you know that you are working with a group of people that have the same beliefs that you do.”

Likewise, Constable Martin says the unity of purpose and integrity was something that was very apparent to him early in the course.

“It was just my own observation,” he says. “Both my course mates and people involved with the training — everyone seems to be of the same kind of mindset. They are very laid back but very professional when the job requires it to be.

“I think everyone has a sense of humour and they have all been selected on the same sort of criteria and that is to work very hard and work very professionally — but they can also have a joke and it just breeds a good culture.”

New AFP members take post



Fifty-two brand new protective service officers had the added distinction of being the first outdoor graduation held in the courtyard at AFP headquarters on 22 May.

Protective Service Officer Programs 1 & 2 of 2015 proudly marched onto the parade while family, friends and loved ones cheered them on for their last step before taking active roles within the AFP.

An opportunity for family members to photograph the recruits before the official ceremony began saw a rush to the parade to take a memento of the occasion before the official ceremony began.

Commissioner Andrew Colvin thanked staff for their effort and made special mention of the sacrifices that families make to allow loved ones to pursue their dreams.

Commissioner Colvin then congratulated the soon-to-be AFP's newest members.

"I know from my discussion with the recruit training team that you have been a very good class," Commissioner Colvin said.

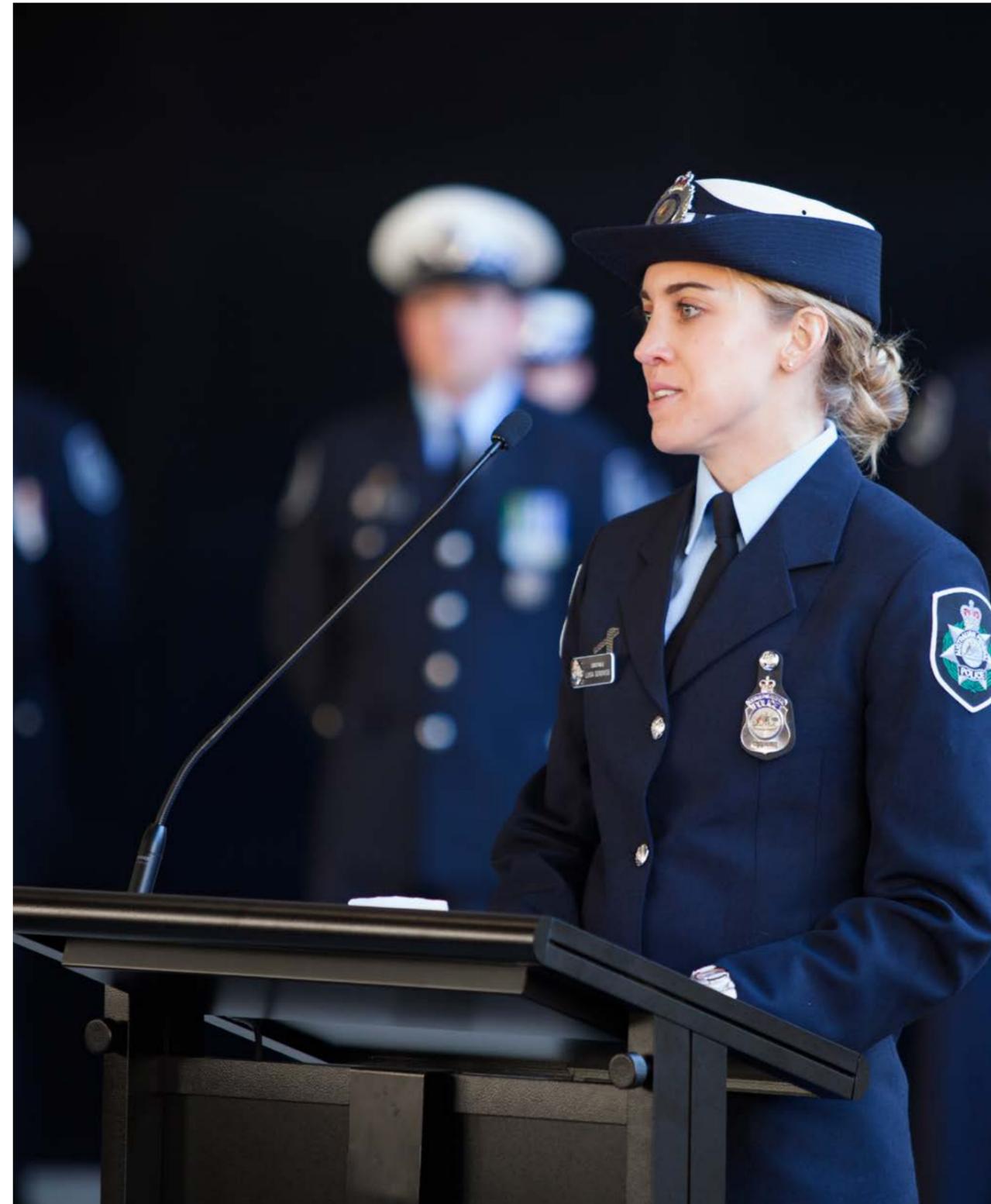
"You have shown commitment and dedication and that will also serve you well. You have set high standards for yourself and you should be proud of what you have achieved."

Commissioner Colvin also announced that Recruits Mohammad Joya and Michael Ronan had respectively been awarded the Alan Castles Award, which is chosen by their peers for the positive influence and support shown towards their class mates.

Recruit Johnathon Trott delivered the student response on behalf of both courses before Commissioner Colvin administered the Oath of Office and Affirmation for the 52 new AFP officers.

Recruit Etienne Fabre and Recruit Trott were then announced as the recipients for the Commissioner's Award for Excellence in Recruit Training for courses 1 & 2 respectively.

Constable Luisa Genovese delivers the 'student response', on behalf of both graduating courses, to AFP Commissioner Andrew Colvin's address.



Graduation

The challenges of recruit training are a milestone in any police officer's career. Still, there is nothing like the reward of graduating. FPDP's 1 & 2 both graduated on 19 June this year in the presence of family, friends and loved ones.

AFP Commissioner Andrew Colvin addressed the new police officers and wished them well.

"On Monday or shortly thereafter you will start your first shift and everything will change," Commissioner Colvin said. "But while it shortly takes only a few moments to turn you from recruits into constables, the reality is that from this point forward the expectations of you are different.

"You are no longer just members of the public, but you are public property. As police officers the expectations on you are different and sometimes those expectations will be hard to meet. The public and I expect that you should show leadership. We demand integrity, we demand values, we demand ethics and we want you to show your discretion."

And so the journey continues for the newly graduated police officers. Both Constables Martin and Wilson-Smith are now working with ACT Police, the national capital's community police service. Constable Hewitt has returned to her adopted home of Melbourne to take up her first posting at Melbourne Airport. Meanwhile, new recruit courses have started on their own journeys at the AFP College.



Constable
Kate Wilson Smith
receives the
Commissioner's Award
for Excellence

Mechanisms for change

The AFP's International Deployment Group (IDG) released its Gender Strategy on 11 November last year, highlighting the AFP's commitment to implementing UNSCR 1325.

Commissioner Andrew Colvin and then National Manager of the AFP's International Deployment Group, Mandy Newton, launched the IDG Gender Strategy during a ceremony at the AFP College. Against a backdrop of AFP-wide commitment to gender equality, the strategy showcases the IDG's contribution to broader Australian Government efforts to empower women and girls and support gender equality in post-conflict and developing nations. The new strategy articulates the ways in which gender issues will be addressed in all IDG operations, both at home and abroad, including through police development programs and stability operations.

The strategy operationalises the AFP's commitment to United Nations Security Council Resolution (UNSCR) 1325 and the Women, Peace and Security (WPS) agenda. At the launch of the strategy, Commissioner Colvin recognised Assistant Commissioner Newton's commitment to leading the AFP's response in this area and thanked her for her efforts.

The IDG is a major contributor to Australian efforts to implement UNSCR 1325 and progress the WPS agenda. The resolution addresses the impact of conflict on women and girls and highlights the critical role women play in preventing, managing and resolving conflict. Importantly, UNSCR 1325 urges member states to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict.

The Australian response to UNSCR 1325 is outlined in the National Action Plan on Women, Peace and Security 2012-2018 (the plan). The AFP, represented



United Nations Security Council Resolution 1325 highlights the critical role women can play in preventing, managing and resolving conflict



The IDG Gender Strategy commits AFP support to Australia's National Action Plan on Women, Peace and Security 2012-2018 and UNSCR 1325.

by the IDG, works alongside Australian government agencies and civil society organisations to implement the plan. At the executive level, the IDG represents the AFP on the WPS Interdepartmental Working Group (IWG), chaired by the Office for Women, which provides a mechanism for regular communication between agencies with major implementation responsibilities under the plan.

The plan focusses Australian efforts on five key thematic areas, namely: prevention; participation; protection; relief and recovery; and, normative, each of which is inter-connected and informs five specific strategies to be implemented by Government agencies and civil society. These strategies directly informed development of the IDG Gender Strategy's core objectives, which are to:

- integrate a gender perspective into IDG policy and practice;
- support partner country policing organisations to develop policies and practices that enable men and women to participate equally as employees; and,
- support partner country policing organisations and civil society to promote equality and deliver services equitably, including through appropriate (lawful) responses to gender-based violence.

Each objective is clearly linked to the National Action Plan and Australian Government aid program priorities. This enables the AFP to highlight its achievements in promoting gender equality within the context of agreed whole-of-government approaches.



AFP Commissioner Andrew Colvin launches the IDG Gender Strategy with Assistant Commissioner Mandy Newton.

The IDG is actively pursuing the objectives outlined in its strategy. Addressing attendees at the IDG Gender Strategy launch, Commissioner Colvin highlighted a number of recent examples, including refurbishment of a Family Protection Unit building in Vanuatu, which will provide vulnerable women and children with a safe and comfortable location in which to meet with the Vanuatu Police Force.

The Commissioner also spoke of AFP support for Tonga Police Service efforts to conduct merit based recruitment, promotion and training selection processes. Women now occupy five of the nine senior executive roles in the organisation because of these processes.

The IDG has demonstrated a focus on improving opportunities for women in police forces by supporting regional and local level Women's Advisory Networks. The momentum gained from these networks has enabled and empowered female officers to push for greater female presence in operational policing roles. This was highlighted during a recent independent evaluation of the IDG regional program, particularly in Kiribati.

The IDG also recently partnered with the Australian Civilian Corps in Timor-Leste to progress its gender equality efforts. A gender specialist joined the AFP team and is complementing existing work with police and local civil society groups.

Significant training outcomes offshore are also being achieved. IDG trained 3966 people in partner

No. of female participants in training delivered by IDG

Country	1 Jul 2014 - 31 Mar 2015
Cook Islands	6
Fiji	4
FSM	0
Guam	0
Kiribati	6
Marshall Islands	2
Nauru	25
Niue	1
Palam	3
PNG	213
Samoa	57
Solomon Islands	175
Timor-Leste	116
Tonga	57
Tuvalu	6
Vanuatu	118
Total	789

Figure 1. The breakdown in offshore statistics highlights that 19.9 per cent (or 789 of 3966) of the training delivered by IDG overseas was to women.

countries between 1 July 2014 and 31 March 2015. Of those, 19.9 per cent, or 789, were women. Additionally, 26 per cent of trainees undertook modules that included information on reducing violence against women.

The IDG works closely with international partners, Australian government agencies and civil society organisations, both offshore and domestically. The IDG interacts closely with the Australian Civil Military Centre (through the IDG liaison officer posted there), the Australian National Committee for UN Women and the Department of Foreign Affairs and Trade (DFAT).

The AFP continues to work with the Australian Defence Force (ADF) on development of Protection of Civilian Guidelines – these strategic-level guidelines demonstrate Australia's commitment to protecting civilians in all peace and security operations and include integration of a gender perspective into peace and security efforts.

Assistant Commissioner Newton agrees that the AFP and IDG in particular, can be justifiably pleased with its ongoing commitment to Australia's National Action Plan on Women, Peace and Security and progressing gender equality more broadly. The challenge now is to maintain our focus on ensuring that the gender implications of all that we do —both domestically and abroad —are considered. The IDG Gender Strategy will assist us to do just that.

Changing times

[Click here to watch an interview with Federal Agent Gayle Judd.](#)



Federal Agent Gayle Judd has made a significant contribution towards gender equity and equality being recognised within the National Police of Timor-Leste (PNTL) since she arrived in Dili 18 months ago.

Gayle works closely with the national Timor-Leste Gender Section, the Vulnerable Person's Unit and non-government agencies in her role with the Timor-Leste Police Development Program.

A significant milestone was establishing the Women's Vocal Group, which she says has empowered the PNTL's 578 female officers.

Gayle says no two days are the same for her and the locally engaged staff and everything depends entirely on the priorities of the day.

International Women's Day this year was "groundbreaking" she says.

"The PNTL women organised their own event, which was a 6 kilometre march down the main road of Dili and ended with a big event at headquarters and over 400 women attended," Federal Agent Judd says.

"For me I have seen significant change in the 18 months I have been here and I am so proud of the changes – that the women have instigated the bulk of them themselves and its really rewarding."

Labour of love

Deployment to Timor-Leste for two AFP members has transformed into a dream to build a youth centre in the Comoro community in Dili.

Left: Federal Agents Teresa Beck and Libby Bleakley are passionate about their dream to build a youth and community centre in Timor-Leste.



If it was possible to sum up Federal Agents Libby Bleakley and Teresa Beck in one word it would have to be 'passionate'. The two AFP members exude optimism – even across a phone line. When they talk about their dream of opening a youth centre in Timor-Leste the best they can do generally is contain the excitement.

The massive personal project they have embarked on is to open the Sentru Formasaun Ba Juventude (Learning Centre for Youth) in the Comoro community district near Dili. The project build is \$350,000, with \$45,000 needed for annual costs. So far they have raised \$80,000 since Christmas including \$30,000 of their own money.

But this labour of love they say is a much needed facility for youth in Timor-Leste's most populous area. Former Timor-Leste President Xanana Gusmao (now Minister for Planning and Strategic Investment) is patron of the centre and said it was his "honour and duty" to support the project. But for the two federal agents it is a life-work that goes beyond the call of duty.

"They are beautiful people," says Federal Agent Beck. "They all struggle every day and we just wanted to make a difference I guess. We just didn't want to finish our three years over there, collect the money, and go home and move on to the next mission. I love the country and I love the people. I think they have so much to offer."

"They all struggle every day and we just wanted to make a difference I guess ..."



Federal Agents Teresa Beck and Libby Bleakley have embarked on the mammoth journey to raise \$350,000 for the Sentru Formasaun Ba Juventude (Learning Centre for Youth) in Timor-Leste.

Libby and Teresa met during deployment with the United Nations Integrated Mission in Timor in 2010-11. They were both deployed to the remote Viqueque district where they lived within the community environment. Being in the community everyday they decided to run a boxing class for the local youth.

“It was really popular and we knew they loved their boxing and we had some weights classes that we ran as well. You couldn’t drink; you couldn’t come to class if you were drinking the local Palm wine or a member of the local martial arts group, which are a problem in Timor.”

Both federal agents began their policing careers in Australian state jurisdictions. Libby served with NSW Police and Teresa with Queensland Police Service. Libby brought a lot of experience with crime-prevention and youth-service programs from her 19 years with the NSW Police. In particular, she ran the Redfern Police Citizen Youth Club.

When the two federal agents were again posted to the Timor-Leste Police Development Program in 2012-14, the idea to establish a PCYC-like organisation in Dili was born.

Mr Gusmao is keen to make the centre a success. It was during a visit to Timor-Leste by Libby earlier this year that Mr Gusmao became the patron of the project. He has since promoted the initiative to media in Timor-Leste and organised a meeting with Timor-Leste Foreign Minister Dr Jose Ramos Horta.

“I am confident that it will make a substantial contribution to the Timorese youth in the community in Comoro,” Mr Gusmao said. “Through this centre you will be able to develop local skills, build character and leadership capability. It is an innovative and positive proposal that I fully support.”

The federal agents have leased land for a minimum of 15 years at Comoro. An existing residential dwelling is to be converted into two classrooms and a gymnasium. They intend to build a small residential accommodation for visiting staff and helpers.

They are also funding the centre manager Elisio Fernando through university studies in order to take up the day-to-day responsibilities of running the facility. They are so determined to make this happen that they have applied for and received approval to have the project acknowledged by the AFP as their secondary unpaid employment.

Federal Agent Bleakley says the Timor-Leste National Police was still a young organisation and a youth centre would help build bridges between the community and the police.

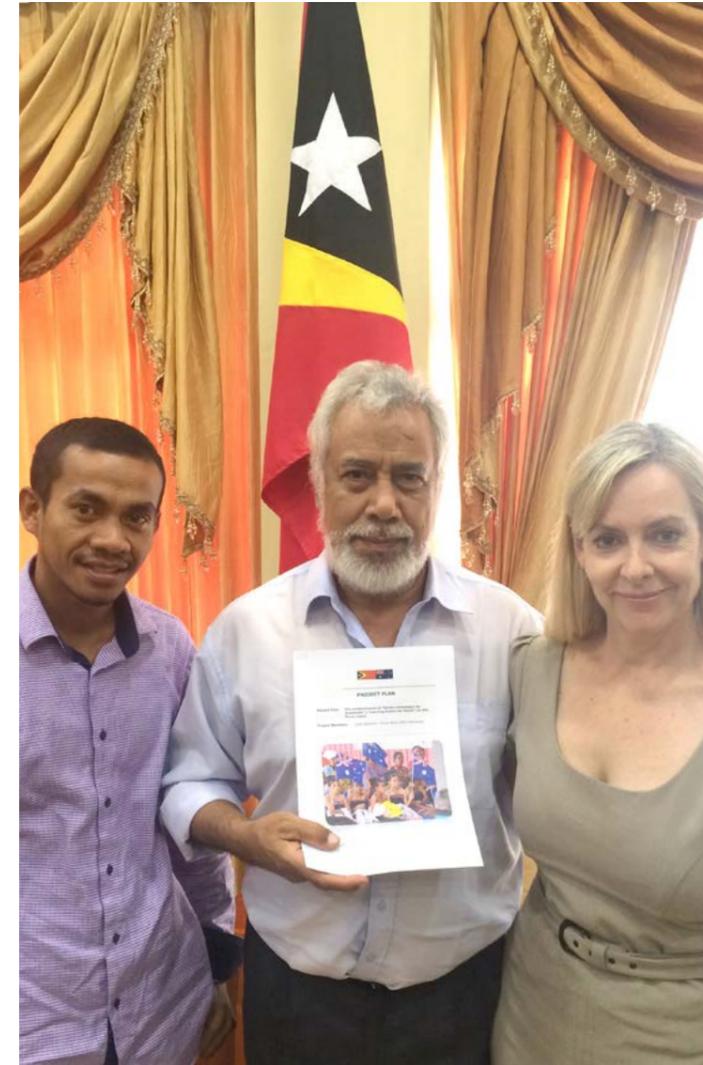
“We thought ‘wow, imagine having a PCYC over here’. We talked to a lot of police we got to know – I was running the gym at the [Police] Academy before and after work. So we got to know thousands of police and see what their impressions were and what was lacking in the community. And we did the same with the community.”

“We thought with crime prevention it would be a good thing to have a drop in centre with a gym, because the martial arts gangs are still a big problem in Timor-Leste and a lot of murders are gang related,” she says.

As both are members of Rotary they are continually busy giving presentations to Rotary clubs throughout NSW. The project has been registered under Rotary Australia World Community Services who have provided a fundraising portal where donations can be made direct to the youth centre project.

Tax-deductible donations can be made at the Rotary fundraising portal, which is located on the Sentru Formasaun Ba Juventude Facebook page.

Timor-Leste former President Xanana Gusmao, centre, proposed youth centre manager Elisio Fernando and Federal Agent Libby Bleakley meet in Dili.



Federal Agent Libby Bleakley conducts a boxing class during her deployment to Timor-Leste.



Patronage: Former Timor-Leste President Xanana Gusmao has supported the initiative as his “honour and duty”.

“We thought with crime prevention it would be a good thing to have a drop-in centre with a gym, because the martial arts gangs are still a big problem in Timor-Leste and a lot of murders are gang-related”



Shifting boundaries

The 38th Asia Region Law Enforcement Management Program in Vietnam was a significant initiative for women in leadership.



AFP Chief of Staff Justine Saunders leads a group session of the 38th Asia Region Law Enforcement Management Program.

It was a special occasion for the 38th Asia Region Law Enforcement Management Program (ARLEMP) that brought international participants together under the theme *Women in Police Leadership – Making it Happen*.

This program presented the opportunity for senior AFP women in leadership to attend. AFP speakers and mentors included Chief of Staff Justine Saunders, AFP Women's Network Chair Andrea Quinn, and Liaison Officer Ho Chi Minh City Paula Hudson.

They were joined by an extraordinary group of women presenters from law enforcement agencies, diplomatic missions, UN agencies, the private sector and NGOs from around the world.

The AFP members joined law enforcement colleagues in Vietnam for the specially convened ARLEMP to promote the advancement of women police leaders in the Asia region.

The 10-day program included participants from Australia, Bangladesh, Bhutan, Cambodia, Hong

Kong, India, Indonesia, Korea, Laos, Malaysia, Maldives, Myanmar, Nepal, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, Timor-Leste and Vietnam.

The program was seen as such a significant opportunity to promote gender equity in Asia that the AFP successfully negotiated with the Australian Aid Economic Diplomacy Fund and the Australia-Asia Program To Combat Trafficking In Persons to fully fund the program; a first for ARLEMP.

The program aim was to enhance women officers' professional capacity, confidence and resilience. Participants built robust networks, enhanced leadership and management skills and improved their communication, presentation and technical skills.

The program featured on the front page of Vietnam's Communist Party newspaper highlighting the importance and need for the program within the region. This unique program was an important milestone for the ARLEMP and a significant opportunity for many participating police agencies to bring women's leadership issues to the fore.

38
ARLEMP



Women in Police Leadership – Making it Happen was the special theme of the 38th Asia Region Law Enforcement Management Program in Vietnam.

Assistant Commissioner Saunders attended as a program mentor for five days. The positive feedback received from participants about Assistant Commissioner Saunders clearly demonstrated that the attendance of such a senior AFP officer served as true inspiration to others.

“Reflecting on my own career and those of other senior women in this room, I can say with confidence that women are natural leaders,” Assistant Commissioner Saunders says.

“Women are tough and resilient. Women bring different styles of leadership to policing which are more consultative and inclusive, therefore influencing and promoting positive organisational change without relying on our authority.”

The fact that AFP Commissioner Andrew Colvin released Assistant Commissioner Saunders and Commander Quinn from duties to attend the program is again testament to the AFP’s commitment to developing women in leadership.

Growing bonds

Developed in 2003, ARLEMP is a multi-partner arrangement between the AFP, Royal Melbourne Institute of Technology and the General Department of Police of Vietnam’s Ministry of Public Security (MPS).

The ARLEMP has featured the gamut of transnational crime from corruption and foreign bribery to people smuggling and high-tech crime. ARLEMP 38 was specifically designed to identify and develop emerging female law enforcement leaders.

Through the resultant network, the ARLEMP enables the building of influence and operational collaboration with partner law enforcement agencies.

More than 750 police and law enforcement officials from 25 countries (including more than 200 Vietnamese police) have participated in the course. Thirteen per cent of graduates from the ARLEMP program have been women.

In addition to ARLEMP, AFP’s involvement in Vietnam also includes the AFP-funded Vietnam-Australia Joint Transnational Crime Centre (JTCC).

Foreign Affairs Minister Julie Bishop recognised the benefits of both the JTCC and ARLEMP in strengthening Australia’s 42-year relationship with Vietnam.

Ms Bishop represents the Australian Government and with the Ambassador for Women and Girls Natasha Stott Despoja works collaboratively to promote gender equality and to ensure that the empowerment of women and girls is a central pillar of Australia’s government diplomacy. The Department of Foreign Affairs and Trade has recognised that ARLEMP contributes significantly to maintaining multi-lateral law enforcement relationships between Australia and regional partners.

Senior Liaison Officer Vietnam Chris McDevitt is the present manager of ARLEMP. He says the theme proposed by the AFP was well supported by international research and fits with the United Nations Global Effort launched in 2009 to recruit more female police officers into national police services around the world.

“Importantly, the women-in-police-leadership theme was strongly advocated by ARLEMP alumni,” Commander McDevitt says. “When consulted by RMIT, it was proposed that a women-only ARLEMP would receive the highest levels of support from the police hierarchy in their countries.”

A primary outcome of ARLEMP 38 was for participants to complete two assignments aligned with the program objectives. The benefits could then be taken back to their home agencies.



Australian Foreign Minister Julie Bishop is a strong supporter of the AFP’s gender initiatives in the Asia region.

The first activity was to develop a personal action plan or career path map charting their individual commitment to action on leadership development.

Secondly, participants were asked to prepare an *ARLEMP 38 Commitment to Advance Women in Police Leadership*.

The aim was to develop an agreed collaborative approach to implementing practical regional actions to promote women’s leadership opportunities within policing in the next 12 months. Actions to achieve this commitment will be reviewed by RMIT/AFP at key intervals post ARLEMP 38.

The response to the program was overwhelmingly positive. Course feedback highlighted just how important the program was for women leaders who may not have the same opportunities at home.

“ARLEMP is great for me. This is the most significant opportunity in my police career to learn about management and transnational cooperation. In one week, it is really building my confidence in this area. I feel I am developing my skills as a manager.”

Another stated: “I’ve never had an opportunity like this in my career to speak with so many inspiring women leaders from different walks. It expanded our thinking and realisation about role models and gave helpful ideas for our own professional situations. Thank you to all.”

In from the cold



Eugene, left, Luba and Nick Milograd finally have closure after 44 years.

New hope shines for a Melbourne family after a 44-year missing person's case is resolved.

It's every parent's worst nightmare. Tamara Milograd was just a few months shy of her 16th birthday when she left her Newport home in 1971, telling her mother Luba that she was heading out to the Royal Melbourne show with a girlfriend.

This would be the last time Luba saw her daughter.

The next four decades would be full of endless torment for the Milograds, a time Luba referred to as a "living nightmare without end" as the family searched for answers as to what happened to Tamara.

At the time of her disappearance Tamara, according to relatives, had become a rebellious teenager and was actively pulling away from her strongly traditional family.

Reliable confirmed sightings in the months following her disappearance gave the Milograd family hope as Luba searched areas where Tamara had been seen, desperately asking locals if they recognised the young woman from a photo.

The case would go cold until an astonishing 44 years later when 39 year old Corinna Russell, by way of a simple Google search, came across the AFP's Missing Persons website.

Corinna was searching for clues to complete what little information she knew about her mother, a woman she knew as Pauline Tammy Russell.

It would transpire that Corinna was just 8 months old when Pauline died in a car crash at Lake Bolac, Victoria, in June 1976.

Mother of two, Pauline had been travelling from her home in rural Penshurst in Victoria to Melbourne. Her partner, Corinna's father, Leonard Wells, was also in the car but escaped with minor injuries.

Corinna and her younger brother, Lee, were sent to live with their father's mother, with Lee later returning to live with his dad.

As Corinna got older she began to ask more and more questions about her mother, finding few answers. Her digging revealed peculiar information that only led to more questions; such as the fact that her parents never married as Pauline was unable to obtain a birth certificate.

When Alex told me how crucial our website had been in connecting Corinna to her mother, the hairs on the back of my neck stood up

Click here to watch an interview with National Missing Persons Centre Team Leader Rebecca Kotz



The aged progressed photo of missing 16-year-old Tamara Milograd ended a 44-year cold case.



She clung to the few pieces of the puzzle that she did have; that her parents met in Castlemaine 1972 and that her maternal grandfather's name was Alexander.

Every year on March 6 (Pauline's birthday) Corinna would reignite the search for answers, desperately trying to find a trace of her dead mother.

2015 would be different. Corinna, by chance, clicked on the AFP Missing Persons website where one profile caught her eye. The coincidences became too great to ignore. She found details of a woman who donned a striking resemblance to her mother. The profile she found was that of Tamara Milograd.

Not only did the two women look alike, they also shared the same birthday. Pauline's middle name ironically was Tammy, both women had a father named Alexander, but most importantly both Tamara and Pauline were of Russian descent.

Corinna took this information to Victoria Police with the strong belief that Tamara Milograd could in fact be her late mother. Following DNA analysis, it was confirmed Pauline Tammy Russell and Tamara Milograd were the same person.

Progress at last

National Missing Persons Centre Team Leader Rebecca Kotz is no stranger to the case. In 2010 the AFP's National Missing Persons Coordination Centre (NMPCC) worked with the Milograd family, profiling Tamara's story for National Missing Persons Week.

In 2013, the NMPCC once again worked with members of the family when launching the second ever long-term missing persons 'aged-progressed' poster.

The Milograd family requested that Tamara's profile be considered for one of the digitally transformed images. Tamara's brother Alex also assisted, performing media interviews alongside Ms Kotz during launch activities.

Then, in May this year, Ms Kotz received an astounding phone call from Alex alerting her that the case of his sister had at long last been solved.

"I was absolutely shocked," she said.

"When Alex told me how crucial our website had been in connecting Corinna to her mother, the hairs

on the back of my neck stood up, just knowing that lives had been changed by what we do day to day was an amazing feeling."

Often the important work done by the Missing Persons team constitutes one piece of a larger puzzle, where those involved rarely get to see the final picture that's formed.

"This case is a great example of how our efforts can make a difference, even when it comes to 'cold cases'," Ms Kotz says.

Having been in communication with the family throughout this journey the case has a particular personal connection for Ms Kotz, a case she describes as both sad in its realisation but also fantastic and heart-warming in its outcome.

"At the National Missing Persons Week launch held in Melbourne, Luba Milograd held my hand. She told me that when her husband passed away he made her promise that she would continue to do everything she could to find out what had happened to Tamara, at which point she pleaded with me to 'please help her find the answers'.

"I can't explain what a relief it is to know that she now knows."

It has been a long, tough road for the Milograd family and although the sadness of losing Tamara will remain, Ms Kotz believes there is also hope as the Milograds welcome Corinna and her family into theirs.

"With missing persons cases there's never closure but there is the next chapter and a chance to move forward"

"Tamara's mother, now 90, and her family can begin to mourn the loss of Tamara but they can also celebrate the gain of Corinna, her daughter and Corinna's brother, Lee, three members of their family, until now, they never knew existed."

Eugene Milograd (above centre) speaks at a missing persons event.

Luba Milograd (right) can now rest more peacefully knowing the fate of her daughter, Tamara.



US fugitive leaves an impression

A wanted fugitive made a crucial mistake that saw him extradited to face justice in the United States.

EXTRADITED

“It’s not every day that an Interpol Red Notice flags a fugitive from the other side of the world applying for the Victoria Police.”

It was business as usual on 28 December, 2012, as Renee Wilson and her team worked on processing fingerprint checks from INTERPOL. Karen Mason was downloading the notices in batches of 20 and noticed it was getting close to knockoff time. She stopped downloading and decided to check just two more prints before going home.

One of those checks was an INTERPOL Red Notice for Richard Ammar Chichakli. It’s not an unusual task for AFP fingerprint experts – the AFP is the Australian national contact for INTERPOL.

Chichakli’s ‘tenprints’ images, supplied with the notice, were loaded into the National Automated Fingerprint Identification System (NAFIS). Tenprints is a generic term for the form that contains a full set of fingerprints. It includes rolled fingerprint impressions of the fingers and thumbs, ‘slap’ fingerprints and palm prints.

Taking a good set of fingerprints the first time helps solve the crime. The quality of any previous set of fingerprints on NAFIS will determine if an unknown fingerprint will be identified.

The NAFIS algorithm checks for minutia – the points at which ridges end or divide—and their relationship to each other. Based upon specific search criteria (pattern type, finger nomination, sex of person of interest) an unknown print is searched on NAFIS.

NAFIS will then provide a list of possible candidates for comparison. A fingerprint examiner compares these results side by side (the unknown to the known) by examining the features at each of these minutia points, described as ridge endings, bifurcations (where a single ridge becomes two – known as a fork) and dots.

It’s not like television shows with quick results obtained between ad breaks. Each fingerprint is unique to an individual person. Unlike DNA, not even twins have the same fingerprints. Karen’s excitement was contagious, when the fingerprints of Melbourne-based cleaner Jihad Alm Mustafa matched fugitive Richard Chichakli.

And it’s not every day that an INTERPOL Red Notice flags a fugitive from the other side of the world applying for the Victoria Police.

“It was really exciting,” Renee Wilson says. “Usually with INTERPOL notices it could be something routine. This was the real deal. This was a serious criminal that didn’t want to be found.

“I had to go, but I briefed the incoming evening fingerprint team member, Geoff Farncomb, and contacted the AFP’s Chief Forensic Scientist, Simon Walsh. I went home buzzing. Getting a match for a fugitive from an INTERPOL Red Notice doesn’t happen that often.”

Chichakli is a Syrian-born United States citizen who served in the US military and studied as an accountant. It was this latter career that brought him into contact with infamous global arms dealer, Viktor Bout (the so called ‘merchant of death’ now serving 25 years’ gaol in the US). The movie Lord of War starring Nicholas Cage was based loosely on Bout’s life.

Chichakli ran afoul of authorities when he attempted to procure aircraft worth more than \$5 million for Bout. The INTERPOL notice stated that Chichakli was wanted in the US for money laundering in regards to breaching the International Emergency Economic Powers Act (IEEPA) and UN Security Council sanctions.

The relationship with Bout saw him listed as a ‘specially designated national’ in the US. In April 2005, FBI and Treasury Department officials raided his home but Chichakli had already vanished. It was rumoured that he had fled to Syria and then Moscow.

A joint visa application for a man known as Jihad Alm Mustafa to enter Australia was lodged on 7 July, 2009. While providing fingerprints is mandatory for applications, at that point US authorities had not issued Chichakli’s prints internationally.

Chichakli entered Australia on a Syrian passport on 26 June, 2010, and settled in the outer Melbourne suburb of Reservoir. In due course, Chichakli obtained a legitimate driver’s licence, Medicare card and tax file number and began a new life.

Arresting story

Chichakli may have gone unnoticed indefinitely – but for his application to Victoria Police as a protective security officer. He had been clever enough to evade US law enforcement and forge a new identity that deceived Australian authorities. Perhaps he thought that having had his fingerprints authenticated for his visa that a disconnect between the US and Australian authorities would safeguard him from detection.

But Chichakli’s application for Victoria Police was a big mistake. On 6 August, 2012, he was fingerprinted as part of the process. His prints were checked against NAFIS with “no hit” recorded. Chichakli survives again. Less than a month later, INTERPOL Washington issued the Red Notice and his luck was running run out.

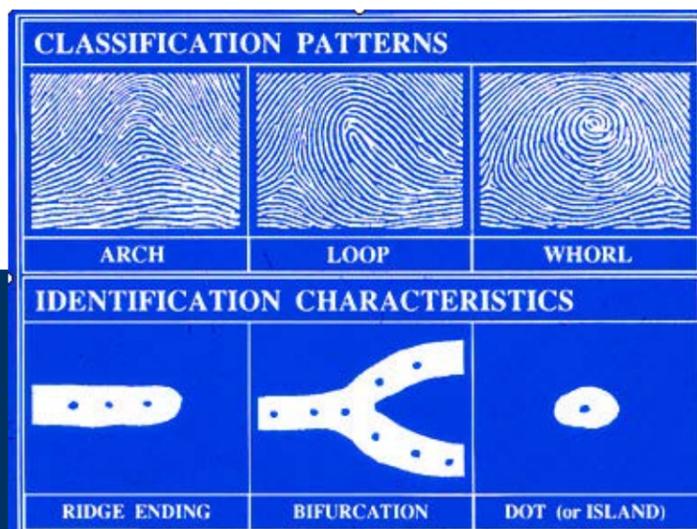
“It’s the beauty of having a correctly taken set of fingerprints,” Mr Farncomb says. As incoming fingerprint team member, he checked the Chichakli prints, which had been re-examined by Fiona Burger of the fingerprint team. If a person is identified then another qualified operator needs to confirm the prints independently, before the identification is reported. He duly raised a report for INTERPOL Canberra, which is hosted with the AFP Operations Coordination Centre (AOCC).

“That was his downfall,” says Geoff Farncomb. “This is what happens. I think he must have become a bit complacent. When I was working in Darwin, people thought it was a remote area of Australia. A lot of criminals find their way up there thinking they are away from the rest of Australia but they don’t realise technology catches up with them.”

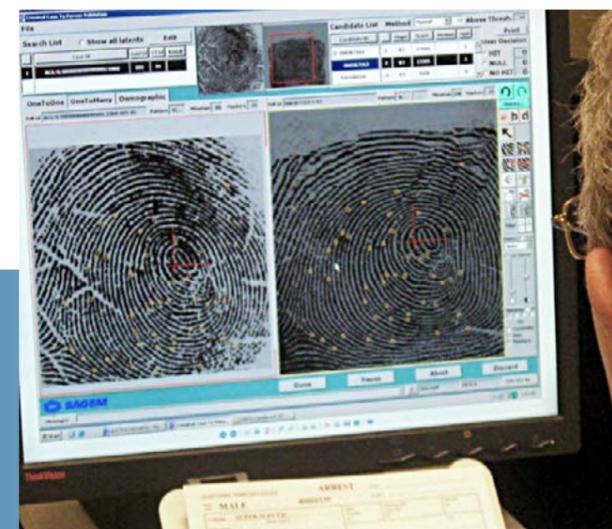
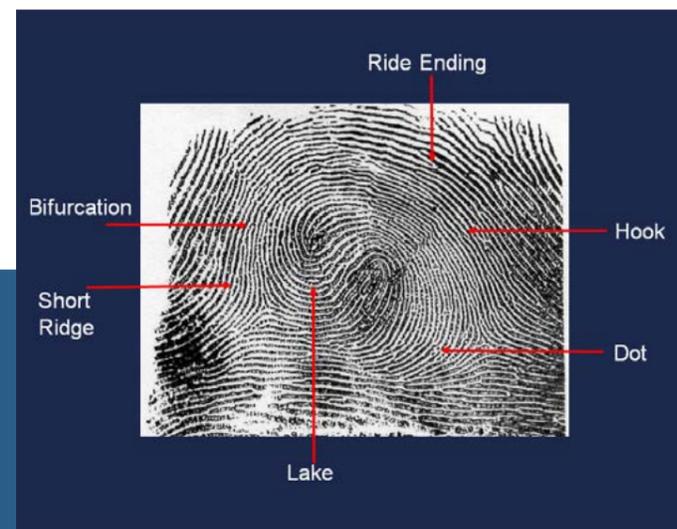
Australia has been a member country of INTERPOL since 1948 and the Commonwealth has hosted the National Central Bureau for INTERPOL since 1975. For the last several years, the AFP’s INTERPOL team was situated within the AOCC Watchfloor in Canberra. In anticipation of the AFP’s recent organisational restructure it was identified that a dedicated INTERPOL Bureau should be established in its own right. This occurred on 16 April this year.

A subject fingerprint, left, is checked against a ‘candidate’ selected in the National Automated Fingerprint Identification System.

Basic fingerprint patterns with features used for comparison



Characteristics of the fingerprint.





Richard Chichakli (aka Jihad Almustafa) defends his actions on the internet. Photo YouTube.

“He was the calmest, coolest criminal I have ever dealt with, to the point of arrogance.”

The AFP INTERPOL team scrambled to actioning the report. INTERPOL team leader Sergeant Darren Williamson says INTERPOL notices are often misinterpreted as international arrest warrants—but that’s not the case. Arresting a person of interest can only be progressed with a formal extradition request through the Attorney-Generals’ Department.

“Before we notified anyone I wanted to validate the fingerprint match and make sure we also had visual confirmation it was the same person,” Sergeant Williamson says. It was indeed the same person.

“Everyone kicked into gear very quickly and it progressed very quickly. At the same time, from our perspective we wanted to know how he ended up here. Obviously, you have got someone who is subject to UN sanctions for terrorism financing under a false identity in Australia. We wanted to know what he was doing.”

Federal Agent Victor Lewis, Melbourne Crime Operations, came back from leave on 7 January. That morning he was assigned as AFP case officer in the matter. Chichakli had just three more days of freedom.

A provisional arrest warrant was sworn under the Australian Extradition Act. It arrived from the Attorney-General’s Department on the morning of 10 January. The Melbourne team also had been busy drafting an affidavit for a search warrant to search Chichakli’s address based on the suspected immigration and identity offences.

Later that morning, Chichakli was asked to attend at Victoria Police Centre (VPC) in relation to his application for Victoria Police. It was decided that this would minimise the potential of harm to police members and lower the operational tempo of the arrest. Chichakli arrived at the appointed time and he was arrested in the VPC carpark.

“He was very calm and completely unflustered,” Senior Constable Lewis said. “He was the calmest, coolest criminal I have ever dealt with, to the point of arrogance. He was always courteous and never abusive during the whole time he was detained. He was quite an interesting character.”

Evidence obtained from the search of Chichakli’s home was compelling. AFP Detective Greg McLeod led the joint AFP/Victoria Police team to execute the warrant. US authorities were initially just interested in getting Chichakli back to the States as they considered they had enough evidence against him.



Richard Chichakli was an associate of the so called ‘merchant of death’ Viktor Bout (left). Photo Facebook.



An INTERPOL Red Notice for Richard Chichakli was identified with a Melbourne-based cleaner, Jihad Almustafa.

But Detective Sergeant McLeod says the material from the eight-hour search “was a treasure trove”.

“There were lots of documents from his proposed sale of fighter aircraft to Libya and Iran—which is a clear breach of UN sanctions. Further, there were lots of photographs of material, suspected of being crates of weapons, being offloaded from aircraft in an African country.”

Electronic media was seized including a laptop and USB drives. Over the next two days the evidence kept mounting. Financial documents, massive amounts of incriminating emails, photos, fraudulent documents and passports bearing Chichakli’s photo and different names—all would ultimately be presented in the case against him in New York.

Chichakli was remanded in custody and refused bail. His wife watched as the court declared him an unacceptable flight risk. She had been arrested and charged with immigration offences but released on bail. The case against her was eventually found proven without proceeding to conviction. The court felt she was more a victim of circumstances.

Chichakli, however, remained in custody until his extradition on 23 May, 2013. On 5 December, 2014, he was convicted in a New York court of one count of conspiring to violate IEEPA, one count of money laundering conspiracy, one count of wire fraud conspiracy, and six counts of wire fraud.

In addition to a prison term of five years, Chichakli was sentenced to two years of supervised release and was ordered to forfeit \$1.7 million and pay \$70,000 in restitution.

Chichakli represented himself and Detective Sergeant McLeod was called to give evidence in New York, which he found to be an interesting and very rewarding professional experience.

Chichakli was assisted throughout the trial by an experienced criminal lawyer, who was appointed by the court to act as his legal advisor to minimise any potential for appeal on the basis that he could not defend himself properly.

Chichakli’s odd aura of mystery and calm intelligence again was reflected by District Judge William H. Pauley. He said Chichakli’s time in custody had failed to clarify exactly who he is. “Mr Chichakli continues to remain shrouded in mystery.”

Detective Sergeant McLeod says the case demonstrates that good police work will pay off. “Often from little acorns mighty oaks grow and it was a very interesting case and a lesson for investigators. When you execute a search warrant you need to be particularly thorough and don’t discard any form of medium that contains electronic data, because it’s gold—absolute gold.

“The evidence obtained from the search made it that much more difficult for Chichakli to defend himself.”

“Often from little acorns mighty oaks grow and it was a very interesting case and a lesson for investigators.”





More than 2000 police officers and friends made the annual journey to Canberra to remember fallen comrades on the 2015 Wall to Wall Ride for Remembrance.



Police officers and friends remember fallen comrades.

"...it provides a time to reflect and remember our fallen mates."

Record numbers ride for remembrance

Organisers are hoping to repeat the success of the 2015 Wall to Wall ride for the 10th anniversary of the unveiling of the National Police memorial in 2016.

A record number of more than 2000 police officers and friends from across Australia rode into Canberra on 12 September for the annual Wall to Wall Ride for Remembrance to honour fallen comrades.

The annual pilgrimage is in its sixth year and is conducted as a prelude to National Police Remembrance Day, which this year was held on 29 September.

Organisers are looking to the 2016 Wall to Wall and the subsequent National Police Remembrance Day to commemorate the 10th anniversary of the unveiling of the National Police Memorial.

ACT Chief Police Officer Rudi Lammers hosted a morning service at the National Police Memorial at 9am and then passed the AFP Remembrance Baton to Assistant Commissioner Shane Connelly.

The batons bear the emblem of the respective police jurisdiction and have a hollow centre for a scroll carrying the names of those whose names appear on the National Police Memorial.

Assistant Commissioner Connelly then rode to Goulburn on a vintage Z1000 Police Kawasaki from

the AFP Museum collection to the staging area. In company with the Commissioners of NSW Police, WA Police and Queensland Police, he led the 2000 law enforcement officers back to Canberra.

He also had the further honour of carrying the AFP baton on behalf of Commissioner Colvin for laying at the National Ceremony.

"The Wall to Wall Ride represents a time to commemorate Police Remembrance Day and it provides a time to reflect and remember our fallen mates," Assistant Commissioner Connelly said.

"Motorcycle riding has been a part of my life since I was a child and I thoroughly enjoy the mateship and camaraderie it brings."

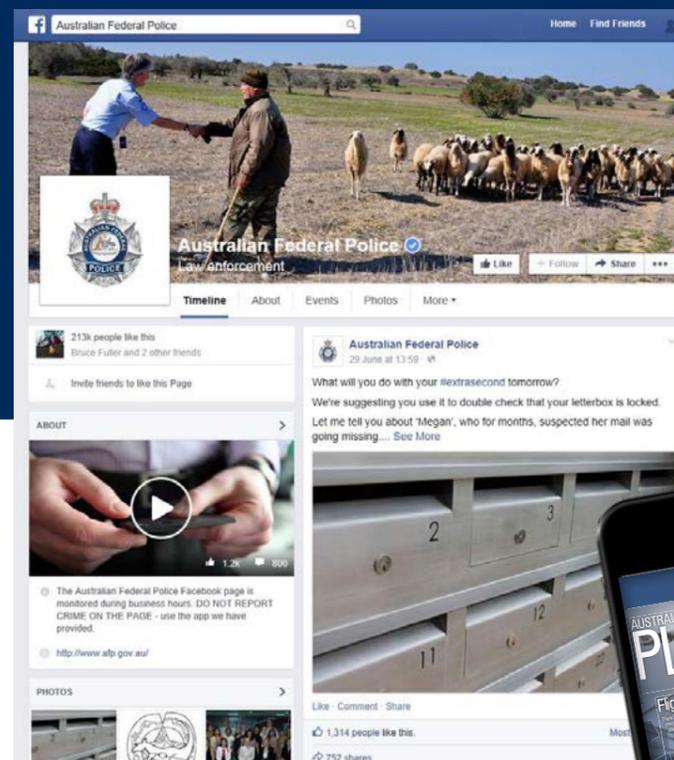
The motorbikes parked near the National Police Memorial and attracted a large crowd of enthusiasts – the largest single collection of motorcycles ever gathered together in Canberra.

2015 Wall to Wall Coordinator Sergeant Dale Cooper said the National Police Service Medal (NPSM) was chosen as the focal point of this year's logo.

He said the NPSM recognised the special status of police officers across Australia and their role as protectors of the community.

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