



THE ORDER OF AUSTRALIA
ASSOCIATION
WESTERN AUSTRALIAN BRANCH



The Recruit Squad Patron Scheme at the WA Police Academy

July 2010

John Hollingshead OAM
Patron Scheme Coordinator 2005-2010

Foreword

I am pleased to present this outstanding brief history of the Recruit Squad Patron Scheme prepared by Major (Retd) John Hollingshead OAM. The scheme has operated over the last decade, initially at Maylands but more recently at the wonderful facilities at the Police Academy campus at Joondalup. In this booklet John has provided the WA Branch with an historical outline of the formation of the scheme including a list of the Western Australian members of the Order of Australia Association who have served as Patrons.



It is an exceptional list of people, from a wide spectrum of the community who have volunteered their time to mentor the young men and women pursuing a challenging career in the WA Police.

The early work of Chairman Kevin Campbell AM and Secretary Reg Dawson AM in working with Commissioner Barry Mathews to establish this scheme is to be commended. It set in place a good foundation for the many Patrons who have since participated in the scheme. I often find myself in discussion with our patrons, both past and present and with very few exceptions they all say that the experience was so very rewarding. They also say that it has been an honour to work with the Academy and the proud young people who have chosen to be part of WA Police.

The purpose of the scheme “*to provide access to an esteemed member of the community who can reinforce the community expectations of police officers whilst providing advice and*

guidance as appropriate". I believe it helps in the pursuit of the Association motto "*to foster love and pride in Australian citizenship*".

It is vital that the WA Branch continues to foster this flagship project for many more years to come.

Clive Robartson AM
Chairman
September 2010

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Introduction

2010 is the tenth anniversary of the inception of the Patron Scheme for recruit training squads at the WA Police Academy. This is a unique programme to reinforce the six months basic recruit training that leads after graduation to Probationary Constable status.

The purpose of the Patron Scheme in summary is

“to provide access to an esteemed member of the community who can reinforce the community expectations of police officers whilst providing personal advice and guidance as appropriate”.

The purpose of this paper is to outline the history of the Patron Scheme and to record the names of those from the WA Branch of the Order of Australia Association who have given hours of voluntary service and commitment and have assisted young men and women to become the WA Police Officers of the future. It is hoped that this paper will encourage more members of the WA Branch of the Order of Australia Association to follow the example of their peers in their support of this Scheme.

Historical Background

The Police Commissioner in 2000 was Barry Matthews from New Zealand, where such a scheme was used with success at their Training Academy in Auckland. Thus Commissioner Matthews took the initiative to invite the WA Branch of the Order of Australia to participate in a similar project.

First Patron

The first Patron to launch the scheme at the WA Police Academy at Maylands on 9 October 2000 was the Chairman

of the WA Branch of the Order of Australia Association, Mr Kevin Campbell AM. The Principal of the Academy then was Superintendent Chris Dawson, now Deputy Commissioner.

Scheme Concept

- Provides for recruits to interact with distinguished community leaders;
- Enables community leaders who have been recognised in the Order of Australia to pass on their experience and wisdom to the recruits;
- Builds a support base, additional to the WA Police, for recruits to tap into during and after their graduation; and
- Supports the ideals of integrity, community service and pride in Australian citizenship fostered during police training.

Formal Agreement

On the 28th of October 2002 a Memorandum of Understanding between The Order of Australia Association, Western Australian Branch and the Western Australian Police Service regarding the Scheme Concept and a Perpetual Trophy for the Outstanding Police Graduate of the Year was signed. The signatories were Commissioner Barry Matthews, Branch Chairman Mr Kevin Campbell AM, and witnessed by the Academy Principal Superintendent Mal Shervill APM and the Branch Secretary Mr Reg Dawson AM.

The Perpetual Trophy

The Perpetual Trophy recognises the outstanding recruit of the calendar year and embraces qualities such as professionalism, ethical conduct, communication, attitude, leadership, teamwork, self discipline, motivation and intellect. The selection is made by a panel chaired by the Principal of the Academy and includes the Branch Chairman or his representative..

Presentation

The presentation of the trophy forms part of the last graduation ceremony parade each year and is made by the Branch Chairman.

The Trophy

The trophy comprises a wooden plinth on which stands vertically a gold mirror in the shape of Western Australia attached to a wide wooden post.

The post bears the WA Police badge, below which are brass plates on which the recipients' names and other details are engraved.

The map of WA is engraved with the colour emblem of the Order of Australia Association and the name of the trophy. A miniature, similar in design, is presented the winner for retention.

Display

The trophy is displayed in the Academy Learning Centre adjacent to an Honours Boards on which are inscribed the particulars of the winners.

Achievements

Since 2000, there have been as at 20 July 2010, 82 recruit schools and 2,633 recruits graduating. In addition the scheme developed in 2006 an Advisory Directory to assist Transitional Officers and their families mainly from overseas to settle into WA, and since 2008 Patrons have been assisting with seven Police Cadet Schools.

Scheme Coordinator.

In early 2005, Mr John Hollingshead OAM was invited by the Branch Chairman Mr David Wilcox AM, to be the coordinator of the Patron Scheme, which embraces all aspects of the Association's involvement at the Academy.

Attached at Annexure A is the Patron Scheme Roster from October 2000 to March 2011; at Annexure B a summary of the Patron Scheme guidelines; at Annexure C, some reflections on the role of a Patron; at Annexure D Historical Moments.

The Direct Entry Accelerated Training [DEAT] Transitional Officers Programme

The first DEAT squad started its 3 months concentrated training at the Academy on 2nd January 2006. [5 officers underwent training in 2005]

Trainees

Some facts about the trainees, designated Transitional officers. The majority were recruited from the UK and Ireland with a minority interstate and from WA; experienced Police Officers; many arrived here with their families. their cost of

relocation into WA were borne by the trainees; previous ranks held were forfeited when undergoing the 12 weeks training but would be re-assessed; each applicant on acceptance is allocated an e mail buddy to offer advice to arrange housing etc.

First Patrons

The 2006 Principal of the Academy, Superintendent Alf Fordham, invited the WA Branch of the Order of Australia Association to provide Patrons for the DEAT squads. Mr David Wilcox AM led the way with the third DEAT squad on 22 May 2006. He was closely followed by Mr Robert Isaacs OAM, Prof Bryant Stokes AM, and Dr Keven Turner AM.

Change of Plan

All reported that it was not easy to integrate with the trainees due to the concentrated nature of the training. Dr Turner met with the coordinator, Mr John Hollingshead OAM, to discuss an alternative arrangement.

Directory of Advisors

After discussions with the Principal, it was decided to stop the Patron scheme, and to offer in its place a Directory of Advisors from some 46 members of the Association to offer advice, assistance and to help with the assimilation of the new migrants into their new environment. A wide variety of topics were included from Accountancy to Volunteering, compiled by the Patron Scheme Coordinator, Mr John Hollingshead OAM.

The Directory included a Foreword by the Commissioner of Police, Dr Karl O'Callaghan APM, and an Introduction by the Branch Chairman, Colonel [Retd] Rod Willox AM.

Presentations

From October 2006 until January 2008, hard copies of the Directory, generously printed and collated gratis by the Academy staff, were personally presented to all DEAT intakes by the Coordinator at their orientation. [At least 18 squads each of 30 trainees were addressed during this period] Often he was accompanied by Recruit squad Patrons who spoke of the significance of the Order of Australia and the import of the Directory.

From January 2008 onwards, the Directory was published on an electronic blackboard for both Transitional Officers and Recruit training squads.

Suspension

The scheme went into temporary suspension at the end of 2009 having trained some 828 officers.

The WA Police Cadets Traineeship Programme

In January 2008, the Academy Principal Superintendent Kellie Properjohn APM, invited the WA Branch Chairman, COL [Ret] Rod Willox AM and the Patron scheme Coordinator to consider providing Patrons for the Cadets Traineeship programme.

The Program

The program takes promising young people interested in becoming Police Officers, and trains and guides them towards fulfilling their ambition when 18 years of age. Cadets from 2009 are able to enter the scheme when 16.

Contracts

The cadets are on a two years contract, during which they are instructed in

- business studies to Certificate 111 level;
- theoretical and sometimes practical elements of policing, and
- are introduced to a policing environment by working in a non-operational capacity at various police stations and units.

Outline Training

For the first three weeks the cadets receive instruction and physical assessment at the Academy before postings to stations. For the next 9 months instruction at the Academy on one or two days per month is given for business studies, physical training and other subjects such as First Aid. Thereafter Academy attendance is mainly confined to a monthly PT assessment, or for undergoing selection testing to join a recruit training squad when attaining 18 years of age. Thus Patron access to the cadets is very limited and confined to the rare occasions when at the Academy.

Patron

John Hollingshead OAM volunteered to initiate the scheme with four squads starting from January to April 2008, followed by two squads in January and February 2009. After some “trial and error”, he attends their lectures whenever possible at the Academy, and is allotted time to give addresses after physical training assessments.

Probationary Development Unit

A close liaison has been established with the Academy Staff of the Probationary Development Unit [PDU], responsible for the ongoing development, supervision and management of the cadet’s progress.

Cadet Calibre

It is most satisfying to be involved with these talented young boys and girls, many of whom respond to the question of why did you volunteer to be a cadet with the answer *for the challenge!* and to follow their progress to recruit training selection, many of whom in recent times have become the Dux of their squads.

Cadet Intakes for 2010/11

20 cadets for intake starting 4 October 2010-patron John Hollingshead OAM

20 cadets starting 31 January 2011-patron LTCOL [Retd] Peter Winstanley OAM

Note: The PDU is currently interviewing 380 candidates for the October 2010 and January 2011 Cadet Schools to select 40 cadets!

Concluding Comments

Statistics

Since December 2004 2,633 recruits have been assisted [1,830 males and 803 females]. 84 Patrons have been appointed of whom 19 have volunteered twice. Four of these have completed a third stint, and Robert Isaacs and Peter Winstanley a fourth! Two of the original pioneers in 2000 and 2001 are about to repeat. Much is learnt from experience!

Recent Developments

The training establishment at Joondalup is a state-of-the-art facility contiguous with Edith Cowan University.

General matters of interest include:

- Squad photos taken at graduation are presented to patrons annually by the Commissioner or his Deputy; at a luncheon ceremony;
- Since 2006, past, present and future patrons are invited to an annual meeting held in the Executive Conference room. Addresses are given by the Principal and the Head of the Foundation Faculty. Patrons have the opportunity to exchange experiences and to have queries answered. The 2010 conference is at 9.45 am for 10 am on Tues 26th October, and the meeting concludes by noon.
- The Cadet of the Year trophy is presented by West Coast TAFE.
- The Academy was presented with the Association's plaque in 2008 by the then Chairman COL [Retd] Rod Willox AM in recognition of the excellent support given by the Academy staff to the Patron scheme.
- The Patron Coordinator is ex officio a member of the Association's Board of Management and reports to it.

Academy Liaison

Patrons receive detailed briefings from the Principal, currently Superintendent Craig Donaldson, some two weeks prior to the squad Induction Ceremony, and this is reinforced by written briefs prepared by the Coordinator. The latter attends monthly meetings with the Head of the Foundation Faculty, currently Inspector John [Jock] Robertson. His door is always open to receive patrons who have any issues to raise.

Briefing Documents

The coordinator has available the following documents should any patron require guidance;

- General Brief on patron duties;
- Address for Induction and Awards ceremonies;
- Opening address to cadets;
- Sundry lectureries to cadets covering An Introduction to Leadership; Administrative Planning and Appreciations; How to be a Competent Speaker and an Introduction to Ethical Conduct illustrated by the Rotary 4 Way Test

Coordinator Hand Over

John Hollingshead hands over to the very experienced patron Peter Winstanley at the OAA AGM on 18 November 2010. Peter has set an outstanding example of “Service Above Self”.

The Last Word

The Patron Scheme provides an enriching, rewarding and unique experience for the patron! It is vital that the scheme continues for the next decade.

Thus the reader is invited to join in this exciting and exhilarating challenge to help the WA Police to commission a new generation of professional police officers to “Protect and Serve:” the Community of WA.

*John Hollingshead OAM,
Patron Scheme Coordinator 2005-2010, Patron Grey and Blue Recruit Squads 2002 and 2004; Patron Cadets Schools 2008, 2009 and 2010.*

Acknowledgements

The coordinator John Hollingshead expresses his gratitude and warm appreciation to so many who have made this scheme work very successfully during his tenure, and who have made it such a happy and rewarding experience

A special “Thank You” for friendship and cooperation is extended to:

- The Patrons, who invariably have had to endure numerous changes of squad dates and last minute cancellations with tolerance and patience, and who made it all work
- The Academy Principals notably Superintendent Mal Shervill APM, Superintendent Ian Thomas, Superintendent Alf Fordham, Superintendent Kellie Properjohn APM and Superintendent Craig Donaldson
- The Heads of the Foundation Faculty Inspector, now Superintendent, Tony Flack APM and Inspector Jock Robertson
- The Administrative Assistants Mrs Heather Murphy, Mrs Lisa Manning and at the PDU, S/Sgt Susan Parmer, Sgt Greg Kelly, Mrs Heather Murphy and Mrs Nina Daynes
- The Association Chairmen Mr David Wilcox AM, COL [Ret] Rod Willox AM and Mr Clive Robartson AM
- And so many of the staff at the Academy who have given so willingly their advice and administrative support

ANNEXURE A

Patrons from 2000 Onwards

Inaugural Patron-2000

Mr Kevin Campbell AM in October 2000 at the WA Police Academy, Maylands.

2001

COL [Retd] Phillip Skelton AM Blue squad 29.1.01-27.7.01

Mr Ken Wyatt AM Gold squad 26.3.01-21.9.01

Rev Don Byrne OAM Red squad 28.5.01-23.11.01

Mr Doug Bathgate OAM White squad 18.6.01-21.12.01

2002

The Academy moves to the Joondalup Campus

Mr Geoffrey Stooke OAM Blue squad 11.2.02-8.02

Prof Yianni Attikiouzel AM Red/Gold squad 20.5.02-15.11.02

Mr John Hollingshead OAM Grey squad 29.7.02-24.1.03

Mr John Cooper OAM Blue squad 30.9.02-28.3.03

Mr David Wilcox AM Green squad 30.9.02-28.3.03

2003

COL Phillip Skelton AM Red squad 20.1.03-18.7.03

Mr John Mackay OAM White squad 24.2.03-22.8.03

Mr Andrew Murfin OAM Gold squad 31.3.03-26.9.03

Mr Ron Stone AM Blue squad 28.4.03-24.10.03

Mrs Carol Day OAM Grey squad 26.5.03-21.11.03

Em Prof David Lindsay AO Green squad 23.6.03-19.12.03

Mr Robert Isaacs OAM Red squad 15.8.03-22.2.04

Mr M Fawcett OAM White squad 24.10.03-30.4.04

Mrs Gwen Roderick AM Gold squad 22.12.03-18.6.04

2004

CDRE Clem Littleton AO Blue squad 16.2.04-13.8.04

Mrs Bridget Faye AM Grey squad 29.3.04-24.9.04

Mr Noel Dawkins AM Green squad 26.4.04-22.10.04

Mr Digby Blight AO Red squad 14.6.04-17.12.04

The late Mr John Fisher AM White squad 14.6.04-17.12.04

LTCOL [Retd] Ken Bladen AM Gold squad 19.7.04-21.1.05

Prof Bryant Stokes AM Grey squad 16.8.04-18.2.05

Mr John Hollingshead OAM Blue squad 27.9.04-1.4.05

Rev Don Byrne OAM Green squad 1.11.04-6.5.05

Hon Kay Hallahan AO Red squad 6.12.04-10.6.05

2005

The late Mr Glynn Watkins OAM White squad 10.1.05 -
15.7.05

Em Prof Laurie Hegvold AM Gold squad 14.2.05-19.8.05

Dr Keven Turner AM Blue squad 21.3.05-23.9.05

Mr Norm Halse AM Grey squad 25.4.05-28.10.05

Mr Robert Isaacs OAM Green squad 30.5.05-9.12.05

Mr Peter Falconer OAM Red squad 4.7.05-13.1.06

Mr S Seers OAM White squad 8.8.05- 17.2.06

The late Mr Len Fletcher AM Gold squad 12.9.05-24.3.06

Mr Herb Elliott AC; MBE Blue squad 17.10.05-28.4.06

Mrs Judith Cottier AM Grey squad 21.11.05-2.6.06

The late Mr John Fisher AM Green squad 26.12.05-7.7.06

2006

Mrs Betty Smith -Gander OAM Red squad 30.1.06-11.8.06

Dr Neville Davis AM White squad 10.4.06-20.10.06

The late Dr Geoffrey Gates AM Gold squad 15.5.06-24.11.06

Mrs Sylvia Byers AM Blue squad 19.6.06-29.12.06

Mr Bruce James OAM Grey squad 19.6.06-29.12.06

Mrs Helen Smith OAM Green squad 6.11.06-18.5.07

Mr Barry MacKinnon AM Red squad 11.12.06-22.6.07

2007

The late Mrs Christina Dullard OAM White squad 15.1.07-27.7.07

COL [Retd] Rod Willox AM Gold squad 19.2.07-31.8.07

MAJGEN [Retd] Barry Nunn AO Blue squad 26.3.07 - 5.10.07

Mr Michael Ruffin OAM Grey squad 4.6.07-13.12.07

Mr Charlie Rook OAM Green squad 4.6.07-13.12.07

LTCOL [Retd] Peter Winstanley OAM Red squad 13.8.07-22.2.08

Mr Ian Passmore OAM White squad 17.9.07-28.3.08

Mr Philip Wright OAM Gold squad 26.11.07-6.6.08

Mr Robert Isaacs OAM Blue squad 26.11.07-6.6.08

2008

Mr Geoffrey Stooke OAM Grey squad 17.3.08-26.9.08

LTCOL [Retd] Ken Bladen AM Green squad 17.3.08-26.9.08

LTCOL [Retd] Peter Winstanley OAM Red squad 21.4.08-31.10.08

Prof Bryant Stokes AM White squad 19.5.08-28.11.08

Mr Peter Falconer OAM Gold squad 19.5.08-28.11.08

The late Mr Glynn Watkins OAM Blue squad 23.6.08-9.1.09

NB. Sadly Mr Watkins passed away on 9 Oct 08 and LTCOL

Peter Winstanley OAM kindly completed the course.

The Hon Kay Hallahan AO Grey squad 23.6.08-9.1.09

Mrs Sylvia Byers AM Green squad 25.8.08-6.3.09

Mr Charlie Rook OAM Red squad 27.10.08-8.5.09

Mr Michael Ruffin OAM White squad 27.10.08-8.5.09

Mrs Carol Day OAM Gold squad 1.12.08-12.6.09

Mr John Garland AM Blue squad 1.12.08-12.6.09

2009

Mrs Joy Sinclair OAM Grey squad 29.6.09-8.1.10

Mrs Norma Beer OAM Green squad 29.6.09-8.1.10
Reverend Barry May OAM Red squad 12.10.09-23.4.10
LTCOL [Retd] Peter Winstanley OAM 12.10.09-23.4.10

2010

Mr Tom Alford AM Blue squad 25.1.10-6.8.10
COL [Retd] Rod Willox AM Gold squad 25.1.10-6.8.10
LTCOL [Retd] Ken Bladen AM White squad 5.7.10-14.1.11
Mrs Carol Day OAM Red squad 5 7.10-14.1.11
CDRE [Retd] Warwick Gateley AM Red squad 13.9.10-
25.3.11
Mr Charlie Rook OAM White squad 13.9.10-25.3.11
Mrs Sylvia Byers AM Blue squad 22.11.10-3.6.11
COL [Retd] Phillip Skelton AM Gold squad 22.11.10-3.6.11

2011

Mr Philip Wright OAM Grey squad 24.1.11-5.8.11
Mr Robert Isaacs OAM Green squad 24.1.11-5.8.11
Mr Doug Bathgate OAM Red squad 21.3.11-30.9.11
Mr Alf Snell OAM White squad 21.3.11-30.9.11

As at 27 July 2010 squad dates beyond March 2011 are yet to be promulgated.

ANNEXURE B

Summary of Recruit Squad Patron Scheme Guidelines

Introduction

On joining the Western Australia Police Service, recruits swear an oath to *protect* and *serve* the community of WA. To do this effectively, recruits need to gain an insight into community expectations and values during their training. The Squad Patron Scheme has proven to be valuable in promoting these community expectations and values.

Purpose of the Squad Patron Scheme

This is to provide recruits-in-training with access to an esteemed member of our community who can reinforce the community expectations of police officers, whilst providing personal advice and guidance as appropriate.

Role of the Squad Patron

The broad role of the Squad Patron is to provide:

- An appreciation of the importance of developing and maintaining an involvement with the community.
- An awareness of the importance of recognising community and individual needs in applying their policing responsibilities.
- Appropriate advice and guidance based on their personal and professional experiences external to policing.

- A community perspective of the many issues faced by recruits during their training program.
- A community perspective of the many policing issues that recruits will experience in their role as police officers after graduating.

The Patron's involvement with the Western Australia Police Service will enhance this role. This scheme is strongly supported by the Police Commissioner and the staff of the Academy

Obligations of a Squad Patron

The specific obligations of a Patron are:

- To give a short address to the Recruit Squad [and selected family members] during the ceremony in which the recruits are sworn in as police officers. This ceremony is at 8.15 am on the Monday of the first day of their 26 weeks training program and takes place in the Academy Chapel. Suggested dress is lounge suit and medals are not worn. NB. PATRONS ARE TO BE INVITED ON A VOLUNTARY BASIS TO ATTEND THE RECRUITS ORIENTATION ON THE THURSDAY PRIOR TO INDUCTION. THIS AFFORDS AN OPPORTUNITY TO MEET THE SQUAD INFORMALLY AND TO BE TAKEN ON A CONDUCTED TOUR OF THE ACADEMY.
- To periodically interact with the recruit squad during the 26 week training program. [Frequency of this interaction is at the discretion of the Patron].
- 6 weeks into the course, a period is allotted to the Patron to address the squad. This is an opportunity to remind the squad of the role of the Patron.

- To be available to recruits should they wish to discuss any matter.
- To attend the award ceremony the day before the graduation parade to give a short address and to present the Directory of Advisors. Dress is lounge suit and no medals.
- To attend the Graduation Ceremony and to be present for the Squad photograph at its conclusion .Dress is lounge suit with medals.
- To attend the Graduation Ball as a guest of the WA Police Academy. [A black tie or mess dress occasion].
- To be available for a period of 12 months post graduation to offer advice and guidance to recruits as required. Patrons are given the e mail addresses of the recruits to contact if desired.

The Squad Patron is welcome to join the recruits during any of their training sessions on or off the Academy campus.

Conclusion

External pressures, community expectations, adverse media, training incidents, and some events in the workplace may cause recruits to question their decision to become police officers. At these times of uncertainty, the Squad Patron can provide impartial and non-judgemental advice to assist recruits to remain focussed and maintain a balanced perspective of their role in policing the community.

Additional Comments

- All of the above are extracts from the guidelines to be provided to each Patron at the personal briefing from

the Academy Principal, about two weeks prior to a Squad Induction.

- It was agreed at the meeting of Patrons on 10th May 2007, that a meeting between the Patron, Squad Supervisor and Squad Leader be held within a few days of the start of the course to ensure the respective roles were understood. The meeting to be convened by the Squad Supervisor.
- To be effective, a Patron needs to be in a position to devote time to visit the squad on the basis of at least once in every 10 days. The more time spent interacting the more benefit to both Patron and Recruit!
- The program provides the detail of the training sessions. The 40 minutes lunch break is a good time to interact informally [and to play ping pong!].
- Squads are 30 in number of which about one third are women.
- The Recruit squad dates for the latter part of 2010 are still to be confirmed Expressions of interest are sought for Patrons.
- When two squads are inducted together, each patron addresses their squad in turn.
- The contact at the Academy for patrons is Lisa Manning 9301 9513 e mail lisa.manning@police.wa.gov.au.
- John Hollingshead OAM on 9386 3541 and e mail jholl@bigpond.net.au and postal address 13 Birdwood Parade, Dalkeith, WA 6009 is the liaison officer between the Order of Australia Office, the Academy and Patrons and his role is to allocate Patron volunteers to Squads as advised by the Office. He has been a Patron twice and offers to give advice on any aspect of the Squad Patron Scheme. An address he gave on his experiences as a Patron to the

Order of Australia WA Branch AGM on 3rd
November 2005 is reprinted in the ORDER NEWS
issue 1 Of 2006, and is also available from John.

*The WA Police Service Squad Patron Scheme offers
volunteers an exciting and exhilarating experience in
helping the Police Service to produce professional police
officers to protect and serve the community of WA.*

June 2009

ANNEXURE C

Address To Order of Australia Association AGM

3rd November 2005

By John Hollingshead OAM

Mr Chairman, Sir Charles Court, Ladies and Gentlemen

The Order of Australia Police Patron scheme provides an outstanding and unique opportunity for us to assist young men and women as police officer recruits through a very demanding and tough 6 months training at the WA Police Academy.

These men and women, generally of an average squad age of about 23, have undergone a rigorous selection procedure before they enter the gates of the Academy. The 6 months basic training course organised in squads of 30, is physically and mentally challenging. It is non stop sheer hard work, It is incredible for us who have been squad patrons to watch the change from an uncoordinated bunch of individuals on day one, into a well knit, smart and disciplined team by their graduation.

The WA Police Academy at Joondalup, contiguous with Edith Cowan University, is a state of the art and most impressive establishment. You would expect the instructors to be first class. What has stood out for me in my two experiences of being a Patron has been the air of professional efficiency; the nothing is too much trouble can I help you attitude?; but above all else the friendly courtesy and outstanding cooperation extended by the Principal, a Superintendent, the

staff at all levels and the recruits. The presence and role of the Patron is very much appreciated, and this is echoed by the Commissioner and the senior ranks of the service.

I hope that these few words will have inspired those who haven't had to date an opportunity of volunteering to rush to put their hands up. The roster for 2005 is complete, and there are two vacancies towards the end of 2006. However there are two important points to bear in mind.

Firstly there are no reserves in case of an unforeseen "pull out". This happened earlier this year with 2 weeks notice and fortunately a replacement volunteered without delay.

Secondly you may have read in the press that police officers are being sought in Ireland and the UK to reinforce numbers here. These I understand could become Australian citizens, and do a short course of say 10 weeks orientation training. Nothing is firmed up or publicised to us officially at the moment, and whether or not Patrons are to be required is unknown. However there could be a strong case for Patrons to assist the newcomers to settle into WA. *[Patrons, after an experiment, were found to be irrelevant. Instead a Directory of Advisors has been published]. 2010 note. this scheme has been discontinued for the time being.*

And as the year 2006 starts there will be a need to plan for 2007. So there is an urgent need for the Order Office to have a constant flow of expressions of interest of potential volunteers.

However first it would be very reasonable for questions to be asked and answered. For instance what is expected of a Patron?; the obligations?; the time commitment ?

We have prepared in answer a short written brief, copies of which are available from either the Order Office or from John Hollingshead. Suffice to say the overall purpose of the scheme is to provide recruits in training with an esteemed member of our community who can reinforce the community expectations of police officers, whilst providing personal advice and guidance as appropriate.

I can illustrate this with three examples of personal experiences. At the time of my first squad, the Royal Commission into Police corruption was underway. The Academy Principal asked me to keep an eye on any scandal that might affect the morale of the recruits. Fortunately this did not occur. [this was in 2002]

Secondly three recruits, two of whom were outstanding athletes and very fit, suffered injury in unarmed combat training causing each to have a knee re-construction. I took it upon myself to visit them in hospital, and to keep a special close eye on them for the rest of the course in case there were problems with their graduation, which fortunately there weren't. Privately I had a word with one of the Staff Inspectors, expressing surprise at this accident to the trio occurring on the same day and at the same time, as there are safety officers supervising to prevent serious injury. Quietly the point of concern was made.

My squad was about half way through when my attention was drawn by the squad supervisor to several disturbing facts. Only a third were gaining good exam and test results; there was a lack of team spirit; their morale was low due to being constantly rubbished by the staff as the squad moved from department to department. Could I help?

At literally five minutes' notice I delivered a straight from the shoulder and off the cuff pep talk, promising them the rubbishing would stop and to let me know if it didn't. Immediately I spoke with the Principal and several of the senior sergeants. I told them frankly how I saw the problem, and suggested the solution was to impart encouragement and a little praise would go a long way. It worked and this turned the squad around.

There was a 100% graduation; and the expressions of gratitude from the recruits themselves, firstly at being given a rocket and wakeup call by me to pull themselves together, and secondly resolving the niggling petty staff attitude towards the squad, was never forgotten. To be able to help my squad in this way was quite a personal emotional experience.

All of us who have been Patrons will have stories like these to tell, and lessons learnt to impart to others. It is important that the opportunity to share such experiences from the past to future Patrons is available. What must be avoided is a comment such as "if only I had known". The form and mode of get together is being addressed by the Order Office.

Finally, my role is to liaise between the Academy, the Patrons to be, and the Order Office. Once I have names of volunteers and squad dates, contact is made to discuss allocation. I am available too to offer and share advice based on my own experiences.

Chairman David, I wish to thank you and secretary Anne Topelberg for inviting me to this role, for your invaluable assistance from the Office, and I am most grateful at this stage in my life to have such an enriching, rewarding, unique and happy experience.

Ladies and Gentlemen, the invitation is extended to you to join us as Patrons in this exciting and exhilarating challenge to help the WA Police Service to commission a new generation of professional police officers to protect and serve the community of WA.

MAJ[Retd]John Hollingshead OAM; CD; psc
Past Governor Rotary International in WA;
Patron Coordinatiung Officer.

13 Birdwood Parade, Dalkeith, WA 6009

Telephone 9386 3541

Email jholl@bigpond.net.au

3rd November 2005

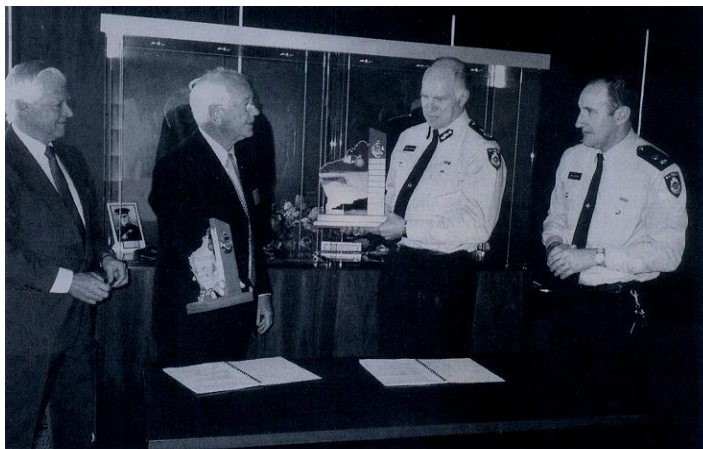
ANNEXURE D

Historical Moments

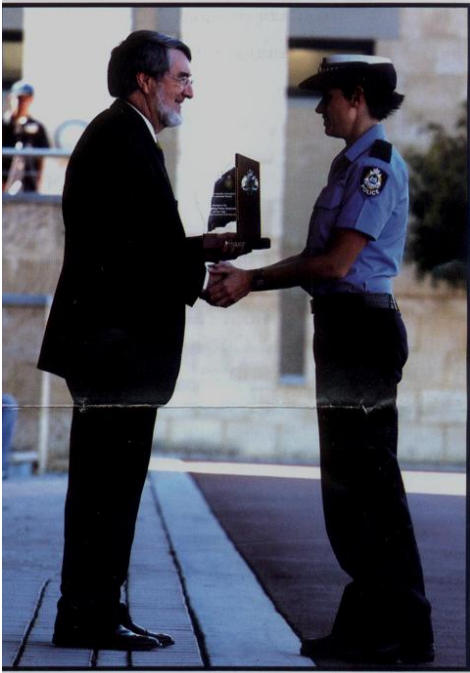


The Perpetual Trophy

**The Signing of the Memorandum of Understanding
28th October 2002**



Signing of the Memorandum of Understanding: from left, Reg Dawson AM, Honorary Branch Secretary; Kevin Campbell AM, former Branch Chairman, holding the miniature of the trophy; Barry Mathews, Commissioner of WA Police, holding the perpetual trophy; and Superintendent Mal Shervill, Principal of the Joondalup Police Training Academy.



**WA Police Academy 2008 Graduate
of the Year Susan Smith being
Presented with the Order of Australia
Association Award by Branch
Chairman Clive Robartson OAM
November 2008**



Patrons Meeting, 24th November 2009