# Episode 2 - Commissioner\_v2.mp3

**John Pratt:** [00:00:04] Hello and welcome to Tasmania Police's brand new podcast, This is Tas Police. I'm Inspector John Pratt and I'll be your host as we chat to a wide range of Tasmanian police officers about why they joined the job and why others should too. We're coming to you today from Lutruwita, Tasmania. And before we start our conversation, I'd like to respectfully acknowledge the Tasmanian Aboriginal people as the traditional owners of the land upon which we work and pay our respect to elders past and present. We recognise the Tasmanian Aboriginal people as the continuing custodians of the rich cultural heritage of Lutruwita Tasmania.

**John Pratt:** [00:00:48] On today's episode, I'm talking to outgoing Commissioner Darren Hine and incoming Commissioner Donna Adams. We're going to find out why they each joined Tasmania Police and we'll hear about some of their key career moments.

**John Pratt:** [00:01:00] Darren Hine has served the Tasmanian community for 42 years, having first joined Tasmania Police as a cadet in 1980. It's widely recognised that over the past 14 plus years as Commissioner he has transformed our organisation for the better through his inclusive leadership and drive for fairness and equality.

**John Pratt:** [00:01:19] Donna Adams might say she has big shoes to fill, but she is a true trailblazer who has risen through the ranks of Tasmania Police over her 35 year career while paving the way for other women. She is a talented and trusted leader who is truly dedicated to delivering high quality policing to Tasmanians. Welcome, Darren and Donna.

**Donna Adams:** [00:01:38] Thanks, John.

**Darren Hine:** [00:01:39] Thanks, John.

**John Pratt:** [00:01:39] We've just heard your bios and there are some great achievements from both of you. Darren, as you approach your retirement, I'm sure you've been reflecting on all your time in the service. Can you tell us a bit about what encouraged you to join TasPol back in the early eighties?

**Darren Hine:** [00:01:52] Thanks for that. As a 15 year old kid, I had a crash on a pushbike and the police and ambulance came along and there was a very kind sergeant I remember and he put his hat under my head and he was really kind and caring and helped me into the ambulance. And I always remember that. And I remember his name was Sergeant Jock McJanet, and he was one of those people who I reflected on and joined Tasmania Police, knowing of what a kind and caring person he was. And I thought that's an organisation that I want to be a part of.

**John Pratt:** [00:02:21] So it's funny how an incident that you became involved in led you to take up this career. Could you please tell us about your career path that led you to become the Commissioner of Tasmania Police?

**Darren Hine:** [00:02:30] I first started off in the academy and spent two years there doing training, had many great opportunities and experiences at the academy. Then I was posted to Burnie and I went to the Burnie uniform section and spent eight months there and then I went to the traffic section in Burnie and I couldn't believe I was being paid to actually ride motorbikes around. It was an absolutely fantastic job and I really enjoyed it. Then I went to Launceston CIB, where I was a detective for six years and again it was a great opportunity to help various members of the community solve crimes and bring perpetrators to account. So that was a really satisfying job. Then I went down to Hobart and worked as a Sergeant in the uniform section there and again I worked with some amazing people and new recruits coming out as well and I really enjoyed that. And then went into a surveillance area and then went into various administration areas, then got promoted up through the ranks there. And so I have to say it's 42 years, so I've enjoyed every second of my career and if I had my time again, I would do it all over again.

**John Pratt:** [00:03:27] So you've certainly moved around and had a number of postings in your career during that time. What was the most enjoyable area that you worked in and why?

**Darren Hine:** [00:03:35] I've had several areas and I've enjoyed every area that I've participated in. There's no one area I thought I might stay here and would not do it again. I'd go to every area. Riding motorbikes was fantastic in traffic. Being a detective was great. Being in business process/re-engineering area was absolutely fantastic as well. I learnt so much about the organisation, about projects, how to implement projects. So every area I've had, I've really enjoyed and I've had the opportunity to change every four or five years and do something different. So this career absolutely gives you an opportunity to try several jobs. I've travelled around the world, I've experienced other police services and worked with them. So this job and career has been absolutely great for me and I've never had an area where I've regretted.

**John Pratt:** [00:04:17] Thanks for that, Commissioner. Donna, firstly, congratulations on your appointment as the next Commissioner of Tasmania Police. We've seen the photos from your time at the Academy on social media during celebrations for your appointment as Commissioner. Could you please tell us how the Academy has changed from when you were recruit and how has the recruitment process changed?

**Donna Adams:** [00:04:35] There was certainly a big difference in applying for Tasmania Police back in 1987 to what it is now. We had height and weight restrictions, so you couldn't apply if you didn't meet a certain height and if you didn't meet a certain weight. You also you couldn't be married and if you were to get married, you had to seek permission from the Commissioner to actually get married and adopt your husband's name. In my recruit program, a program of 20, there were only six women. There was some changes and differences with the uniform. And I often speak about the fact that I was issued with a large black police handbag, which was for my baton and my handcuffs, which was certainly a little bit different to the utility officer that my male counterparts actually had. My recruit program went over 44 weeks, and I think now it's 31 weeks. One thing that is still the same, you still have to get up very early in the morning to do it. And I think that the physical training aspect of it was something that I really liked and I think is still a really important thing as it underpins your health and wellbeing, which is an important aspect of being a police officer.

**John Pratt:** [00:05:38] Thanks for that, Darren and Donna, I'll ask you both, what are your most memorable moments as a new recruit and as a new graduate? And if I could start with you, Commissioner.

**Darren Hine:** [00:05:48] In 1981, I remember being a recruit at the academy when the Queen came to visit, and I had the opportunity, along with many other cadets, to actually speak with the Queen. So that was certainly a memorable moment for me.

**John Pratt:** [00:05:59] Donna, what about yourself?

**Donna Adams:** [00:06:00] I had plenty of memorable moments whilst I was a recruit. I mean, I just loved the diversity. One day you'd be in the classroom learning about the law, next you'd be undertaking firearms training or driver training. And on other occasions we were lucky enough to actually work with some of our detectives on a murder investigation and help search for a murder weapon. So those sorts of things were really, I thought, memorable whilst I was in the Recruit training program. And when I graduated, I think working at Bellerive Criminal Investigation Branch was a really memorable area. To work in a small group with other detectives to solve a serious crime. And there are two particular murders that I recall. Very distressed families that were impacted by such a serious crime, and to work in a small team to piece together the evidence, get enough information to be able to charge the offender and then later convict them in court was very memorable for me.

**John Pratt:** [00:06:52] And rewarding, no doubt.

**Donna Adams:** [00:06:53] Very rewarding.

**John Pratt:** [00:06:55] Darren, Being a police officer is a very hard but rewarding job, as I just mentioned. What are some of the aspects of the job that might surprise people?

**Darren Hine:** [00:07:02] There's a lot of different aspects to this job and there's a lot of things that would surprise people. But the one constant for me is how many people actually approach you. And want to relay a story about a positive interaction with a police officer. I was walking down the street not that long ago and a lady came and spoke to me and she remembered when I was a Sergeant on the watch and said how I helped her out during a family violence matter. I couldn't remember the incident, but she remembered and recalled it. And then someone else just recently stopped me walking down the street and they had a positive interaction with a police officer where they were reporting a burglary and how the police officers dealt with them and their five year old son. It's just amazing how many people have so many positive stories about interactions with police. But I am overwhelmed by the number of people want to actually tell me positive stories about how they have been dealt with by police officers.

**John Pratt:** [00:07:51] Donna, in your 35 years, you must have come across several incidents or aspects of the job that might surprise people. Are you able to tell us a couple of those?

**Donna Adams:** [00:07:59] I think certainly working down at Port Arthur. Obviously when that massacre occurred it wasn't a memorable thing from a positive perspective, but it certainly again demonstrated how a community can come together to support each other through a traumatic time and the role that police can have in rebuilding a community. That is something that I will remember, and I think it'll have an important place in my heart and I guess my thinking as a police officer. But I think just more generally, the opportunities that are provided through the diversity of roles, you can change roles and skill up in a particular specialised area, whether it be uniform, whether it being a detective, road policing. There are just so many roles and the diversity of roles that are available to police officers. It makes it an exciting and a rewarding occupation for anyone who is looking to join Tasmania Police.

**John Pratt:** [00:08:49] Thanks, Donna. Darren, do you have any key advice for anyone who is interested in joining the service?

**Darren Hine:** [00:08:53] Oh, absolutely. If anyone's got an interest in joining Tasmania Police, follow your dreams, make some inquiries, chat to a police officer that you know to see what the job's all about. And I would certainly encourage people to have a look at the recruiting area, have a look at what it involves and go ahead and join Tasmania Police. I can only say it's an absolutely amazing career. So many different areas you can work in that is so satisfying to help the community.

**John Pratt:** [00:09:18] As we come to the end of our chat today, Darren, do you have any parting words as you hand over the baton to Donna?

**Darren Hine:** [00:09:23] Donna doesn't need any parting words. I know that she's a capable person and will take this organisation to a different area and a much better area than when she first started. And it's always about learning. So I look forward to seeing where Donna takes the baton. And the other the one thing I would say is enjoy the journey.

**John Pratt:** [00:09:41] Darren and Donna, thank you very much for your time today and for telling us about your rise through the ranks of Tasmania Police. Darren, there's little doubt that you are leaving Tasmania Police in a greater shape than when you became commissioner 14 years ago. The leadership and direction you have provided to Tasmania Police over the years, particularly in relation to the wellbeing of all of our members and their families, is testament to you as a person and the way you care for your staff. We wish you all the very best for your retirement and hope that you get to spend some very well deserved time relaxing. Donna, once again, congratulations on your appointment to the role of Commissioner. We wish you all the very best in that role.

**Donna Adams:** [00:10:14] Thanks, John.

**Darren Hine:** [00:10:15] Thanks, John.

**John Pratt:** [00:10:20] That's it for today's episode of This is Tas Police. We hope you enjoyed it. Join us next time when we talk to some of our current recruits about their experiences so far and their goals for the future. If you like what you heard today, please subscribe on your favorite podcast app. You can stay up to date on our website at recruitment.police.tas.gov.au/podcast.