

Within these bands, discussions encompass topics such as stress and personal health, cultural awareness, Aborigines and the disabled.

One week of firearms training also is provided in this initial period.

## Stage 2

Stage 2 is the period when recruits spend 28 weeks in regions. The threefold aims are to provide:

- practical on-the-job training to consolidate theoretical aspects of Stage 1;
- exposure to tasks for which practical training cannot be conducted; and
- an assessment of the practical aptitude for police work of each probationary recruit.

The initial four weeks is spent in the traditional local procedures component, followed by 24 weeks of practical training by rotating recruits to various operational areas. The maximum period in any one area is six weeks with recruits under constant assessment on performance in various situations. This assessment is done at the regional level.

Each recruit carries a task book and all tasks have to be completed during the 28-week regional secondment.

Branch commanders see that tasks to be completed in their areas are performed satisfactorily, with the Regional Training Officer forwarding these ongoing assessments direct to Chief Inspector Howard.

Each training module within each area is assessed before the recruit is again rotated.

"These recruits, or more correctly, members, are not treated as observers as they are sworn in as constables from day one and are fully operational," Chief Inspector Howard said. "In this structured way, the wider the real exposure the greater the benefit for the new member and the AFP."

"The program relies on participation and involvement of all members to ensure the probationary constable is exposed to as many facets of on-the-job experiences as possible."

## Stages 3 and 4

Stages 3 and 4 constitute the final, eight-week long recall period. The four-week Stage Three consolidation period comprises examinations and exercises on matters that should have been studied, plus the conclusion of the Behavioural Studies course covering Crisis Intervention (grieving, domestic violence and crowd control), Police Psychology 11 (interviewing, mental health, the criminal mind and rehabilitation) and the final field trips to the Salvation Army Hostel and Handicapped Ward at Woden Valley Hospital.

Stage 4 is an introduction to criminal investigation and assessment of members for possible future deployment. The reaction of recruits to the new training approach is as varied as are their backgrounds.

Most seem to be reacting well.

Catherine Grassick, 19, of Canberra,

said it made her think about police situations and that some of the instructors 'deserve Oscars'. Catherine, a clerk in the Public Service before joining, said she also found the study components difficult to keep up with. "The workload has been much heavier than I thought it would be and my advice to intending recruits is to bring plenty of vitamin pills," she said. "It also helps if you can type, and if you're physically fit."

Alan Schmidt, 29, of Perth, who is married, was due to become a store manager with a supermarket chain before deciding to join the AFP.

Alan said he had dropped money to join the AFP, but he believes the variety will make up for it. His wife, whom he sees only at weekends, has moved to Sydney to be closer during his training.

Alan said that once he gets through he wants to go back to the West and ultimately work in the AFP's criminal investigations branch.

Nineteen-year-old former farm worker John Kerrigan, of Adaminaby, in the NSW snowfields, admitted finding the academic side 'pretty tough'.

"I've looked at the job as one for life," he said. "I'm doing three to four hours of solid study each night and only have one day off. I think I'll get through and it is about as tough as I expected. I feel knackered."

"The practical orientation makes a great deal more sense than being belted with lectures all the time." These recruits, in Courses 1 and 2 of 1985, moved to the regions in July.

# ADDING THE POLISH

"THE training that puts polish to a decade or more of experience at the coalface" is how Training Department's NCO school commander, Inspector Terry Butler, describes the Stage 5, 6 and 7 courses.

They, like all other phases of training, have been almost completely revamped — particularly Stage 7.

Stage 5 is the qualifying course for advancement to Senior Constable, Stage 6 the qualifying course for promotion to Sergeant and Stage 7 the qualifying course for promotion to Station Sergeant.

"No one could precisely put years of experience against any of those stages," said Inspector Butler, "but four to five for Senior Constable, seven or eight for Sergeant and nine or 10 for Station Sergeant would be a realistic assessment for the vast majority of entrants."

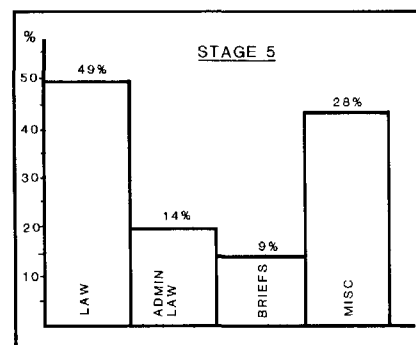
"We are now at the stage where these vital training stepping stones are locked into place in their new form."

In detail, the various components of each of these stages are:

## Stage 5

In its new, three-week concept, the Senior Constable's qualifying course began in March of this year. The diagram shows the percentage taken by each component within the philosophy of the course augmenting previously acquired skills and behaviour.

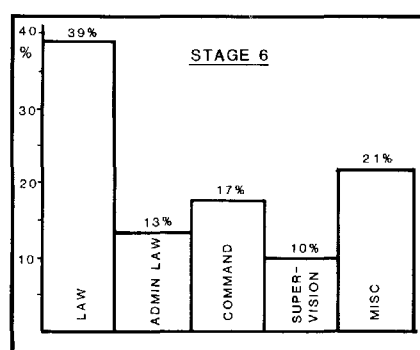
For example, among the topics in the law component are the Australian Federal Police Act and Regulations, the Complaints (AFP) Act, the Public Order



Act, the Customs Act (narcotic seizures), the Crimes Act, particularly stealing, fraud, receiving, search, entry and the application of Commonwealth law.

Evidence also is a substantial part of the course as is aspects of criminal responsibility.

The Administration component hones in on specific aspects of administrative law and practice such as FOI, firearms and General Orders and Instructions, while the brief-writing segment is self-explanatory.



### Stage 6

The six-week Stage 6 concept takes into account the longer period of on-the-job experience and concentrates on introducing members to the additional concepts of operations and command and supervision as well as the law and administrative law components.

This course will be conducted in Canberra on a live-in basis with the intention to offer it to about 25 members per course. Again pure classroom learning is augmented by the syndicate system with topics presented by way of lectures, simulations, problem solving and research.

"The supervision required is designed to equip members with the basic skills of supervisory techniques sufficient to supervise squads of up to 15," said Inspector Butler.

As in other Stages, successful completion is by continual assessment rather than formal examinations.

### Stage 7

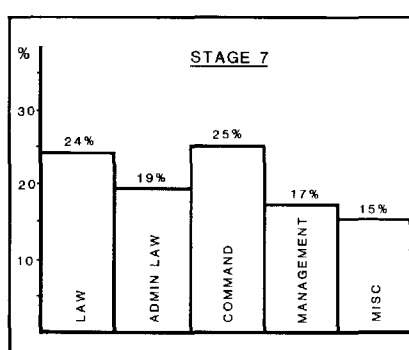
The Stage 7 course has been revamped following lessons learned from the first of the new courses in which only a handful passed the examinations at the end of a four-week approach.

Inspector Butler said those who failed this course had been given the opportunity to undergo the new, six-week course beginning on August 19 and October 21 respectively.

No longer will successful completion be by examination, but by continual assessment.

"I think the fundamental lesson learned was too much was expected in too short a time frame," he said.

The course, in Canberra, is on a live-in basis with the law and administrative law components completing the fundamentals with more advanced instruct-



ion in Management and Operations and Command being introduced as the final stepping stone to the officers' Stage 8 qualifying course.

The law component, for example, adds to one's knowledge in such areas as Evidence, the Public Order Act, fraud, police powers and the Customs and Migration Acts, while Administrative Law and Practise tops up and broadens knowledge of the AFP Complaints' Act, disciplinary regulations, terms and conditions, administrative law (such as Human Rights Legislation, Review Tribunals, Ombudsman Act, 1976) and introduces a knowledge and appreciation of sound budgetary management techniques.

## STAGES OF TRAINING IN THE AFP.

