

beginning in 1994 will comprise graduates from this program.

## Graduate Entrant Program

The program's second strategy is a Graduate Entrant Program (GEP). Mr Dawson believes adoption of this program is an important step in the achievement of a professional workforce.

Our objectives for graduate entry as new members of the AFP under the program have been set at 50 per cent for the financial year 1990-91, rising to over 70% by 1992-93.

The AFP will immediately accelerate its recruitment emphasis for graduate entrants by offering flexible starting salaries within the Constable salary range.

Salary entry points will depend on qualifications and experience, while subsequent incremental advancement will depend on performance in accordance with the requirements of the AFP's Performance Management Program.

All GEP entrants will be required to undertake the AFP's New Member Program.

## Studies Assistance

The third strategy is a Studies Assistance Program (SAP), which provides for up to five per cent of the member and a similar percentage of the staff member workforce to receive support while undertaking relevant tertiary studies.

This strategy means up to 170 AFP employees could be undertaking tertiary studies under SAP at any one time.

## Training Accreditation

The fourth strategy relates to the accreditation of AFP training programs. Through the Board of Studies of the

AFP's Training Division, the AFP will seek accreditation of its training programs for tertiary courses being undertaken by members and staff members.

This strategy proved successful for training staff members undertaking a Diploma in Adult Education when accreditation resulted in a two-year full-time course being completed in 18 months.

## Job Specific Tertiary Studies Program

Strategy five relates to a 'Job Specific' Tertiary Studies Program (JSTS).

The AFP will make use of TAFE and University programs to provide members and staff members with the education, skills and qualifications they are required to possess to discharge the duties of their positions.

JSTS is fully funded by the AFP, including Higher Education Charges and other costs associated with the courses.

The strategy is currently being applied to training staff undertaking a diploma course in Adult Education as

part of their duties at the University of Canberra.

Beginning this year, forensic staff of the Services Department will be undertaking an Associate Diploma Course in Applied Science (Forensic Science) through the Australian TAFE system under the JSTS program. (See Story, Page 5).

Tertiary studies in languages also is being considered for staff who will be required to use a second language in their work.

## Recruitment Agent

Strategy six involves recruitment and the promotion of the AFP. The AFP has engaged Burson-Marsteller one of Australia's leading recruitment consultancy firms, to undertake all member and staff member recruitment as well as market the AFP as an attractive and worthy employer.

The engagement of professional recruitment and marketing services is regarded as a key element in achieving the objective of a 50 per cent graduate workforce by 2001.



Students under the Undergraduate Sponsorship Scheme recently spent time in Canberra acquainting themselves with the AFP. Full story page 6.

# The Studies Assistance Program

**T**HE Studies Assistance Program is available to all members and staff members subject to approval, and results in the student being granted paid leave to attend classes for up to 5 hours during working hours.

Further paid leave is available for compulsory excursions and exam requirements.

Currently around one in 20 AFP employees are making use of the scheme. The areas of study include: law, administration, computer science, economics, and accounting.

Michael Braund, of Staff Develop-

ment, warns that being a part-time student is not easy. Apart from the appropriate level of academic ability, part-time study requires a high level of organisation and determination.

Simon Jacobs, of Southern Region, agrees. He is the Administration Officer in charge of accounts and travel, and the EEO contact officer. At 28, he is in his ninth year of part-time study, which includes two years for the Higher School Certificate, six years for the Bachelor of Arts, and now he is in the first year of the two-year Graduate Diploma in Applied Psychology.

"It gets easy after a while, once you've established a pattern of study that works for you," he said. He finds part-time study is a test of commitment and is proud of the fact he has missed only two classes in nine years.

Married with "1.5 children" (the second is due in September), Mr Jacobs says the support of his family is important. "It's a great juggling act doing the work required and finding the time for family and social life," he said.

His lectures usually take up two evenings per week, with the rest of the weeknights spent with his wife and daughter. The weekends are for study.

He is convinced that his studies have

# Hard work has 'Silver' lining

**L**AST year Detective Superintendent John Silver began studies towards a Bachelor of Arts degree in Criminal Justice Administration at the Philip Institute of Technology, Coburg Campus, in Melbourne.

He already had been awarded an Associate Diploma in Criminal Justice and Welfare Administration by the same institute in 1983, and viewed his renewed study as an opportunity to complete his qualifications.

Although the Bachelor of Arts units of study were consistent with those in the Associate Diploma enabling him to be awarded several subject exemptions, he was still faced with the prospect of completing nine units of study to qualify for his Bachelor of Arts.

Where the average part-time student would be more than challenged by the work associated with tackling three units per study semester, Superintendent Silver decided to complete all nine units in the current school year.

The units covered Education (two units), Community Development (two units), Research Methods, Victimology, Public Administration and an investigation (two units), for which he wrote a thesis on the state of current development of electronic interviewing techniques by Australian police forces.

Superintendent Silver has now been awarded a Bachelor of Arts (Criminal Justice Administration) and obtained eight high distinctions (straight A's) and one minor distinction (B) in re-

search methods.

All these studies, with the exception of three hours of studies assistance leave each Monday morning, were achieved in his own time, mainly after work hours.

He also spent the bulk of his 1989 recreation leave either completing assignments or researching for his major thesis.

## High level of expertise

Superintendent Silver said the Bachelor of Arts (Criminal Justice Administration) course was designed to provide training and professional development for those working in

responsible positions in areas where a high level of expertise and conceptual understanding related to criminal justice administration was required, such as police forces, the Office of Corrections, Department of Community Services and Courts Administration.

"The course provides the opportunity to seek varied view-points from individuals who are not serving police members," he said. "It also provides a forum for the advancement of ideology as well as equipping the student with a framework of knowledge and techniques which have a practical application in the AFP workplace."



**Detective Superintendent John Silver**

Superintendent Silver said his studies had been very demanding on his family as well as costly — Higher Education Charges are payable by the student.

He conceded there were times when study became difficult to sustain due to work commitments.

Despite the drawbacks, Superintendent Silver obviously relishes the challenge. He recently began studies for a Master of Arts degree, this time by external research, in his own time and at his own pace.

**Story by Keith Livingston, picture by Terry Browne**

helped him improve his interpersonal skills and staff supervision.

"I can see things more objectively and analytically now, and I've learned a lot about myself," he said. Eventually, he would like to practice psychology, hopefully with the AFP.

Mark Phillips, of Eastern region, also is nearing the end of a long haul. Completing a Bachelor of Arts majoring in Philosophy, Politics, and Economics last year, he is now studying for the Graduate Diploma in Public Sector Management.

He says he started his degree mainly to fill in the evenings. When his mates married and settled down, he found

himself at a loose end.

He quickly found part-time study was like working another full-time job.

"But in the long run, the study has been worthwhile," he said. "It's honed my skills in priority setting and time management."

Mr Phillips' long-term career goals lie in policy development and he is currently enjoying his work as OIC Pay and Conditions, Eastern Region.

Kay Bretreger, of Northern Region, has just completed her Bachelor of Arts, majoring in Economics, Industrial Relations and English. She has spent her twenties studying, and wants to spend her thirties catching up on her

social life.

Mrs Bretreger said she was very good at school, but got the travel bug after graduating, and spent four years on overseas trips before going back to study.

She is now very proud to be the first from her family group to have gained a degree and is grateful for her husband's support.

"At times, part-time study is like being in a wilderness and at the end of each academic year you can be mentally zapped-out," she said. "But in the end I've found it most rewarding."

**Story by Terry Browne**