

## Accelerated Recruitment Program

As part of the settlement of a new Police Consent Agreement, a new recruitment program is being sought to facilitate the recruitment of interstate recruits to NT Police.

The new Accelerated Recruitment Program (ARP) being proposed is to recruit experienced police officers serving in other jurisdictions. The conditions of entry, appointment and training would require two years police service. The ARP would graduate participants as a Constable (up to four years experience) or Constable First Class (over four years experience). The ARP will not be open to Military Police or Protective Service Officers.

The ARP would bring more experienced members into the NT Policed with reduced training times compared to those of Recruit squads. Courses would be scheduled for the March and October of each year to fit in with the training schedule for normal Police Recruitment of three recruit constable squads a year.

### *Candidate Selection*

The selection process will require that there is no disadvantage to existing members and no favour given to those recruited. Applicants would require:

- the Diploma of Public Safety (Policing), or equivalent by recognition of current competency or prior learning as outlined in the Training and Assessment Policy and Procedures Manual;
- currency as a serving sworn officer of an Australasian<sup>1</sup> police force; with the effect of any gap in service to be determined on a case-by-case basis;
- satisfactory medical fitness;
- satisfactory service record;
- undergo psychological testing; and
- success at interview.

### *Training*

Ten weeks training at the NTPFES Training College is considered to be the practical minimum. Although the 2007 TEP was completed in eight weeks, and the current course is ten weeks, a proportion of those selected will have less police experience than previous lateral entry participants.

The College will be resourced with staff to run the ARP squads.

Those recruits who do not meet the requirements of the course are either dismissed, retained for remedial training or passed with a training shortfall that is remedied as soon as is practicable.

### *Conditions of Service on Entry*

Candidates are paid for their years of police service. This is without allowances whilst in the College and with allowances on graduation. Other conditions of service are the same as apply to currently serving members.

### *Placements*

Candidates are recruited to serve initially at a location agreed between the candidate and the NT Police at the time of recruitment. They will be obliged to serve in General Duties for one year from graduation before being eligible to commence in a specialist position.

### *Appointment*

Successful graduates would be appointed as Constables and graduate at the rank that equivalent service in the NT Police would grant them below that of Senior Constable. A two-year experienced constable would graduate as a post-probation Constable, whilst a five-year experienced constable would graduate as a Constable First Class.

### *Probation*

The completion of six months probation would be required before confirmation of permanency. After a minimum aggregate service of four years, they would be eligible to commence the Senior Constable's Course.

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<sup>1</sup> Australia and New Zealand and other comparable police jurisdictions