

ATTACHMENT C – ACCELERATED RECRUITMENT PROGRAM

1. Accelerated Recruitment Program (ARP)

- (a) The ARP outlines the process for recruiting experienced police officers from other jurisdictions in accordance with Clause 47.
- (b) The ARP will bring more experienced members into the NTPF with reduced training times compared to those of Recruit squads. There may be up to two ARP squads in each year.

2. Minimum Prior Service

- (a) The conditions of entry, appointment and training will require a minimum of 2 years interstate service.
- (b) The ARP will not be open to Military Police or Protective Service Officers.

3. Rank on Graduation

The ARP will graduate participants as a Constable (up to 4 years experience) or Constable First Class (over 4 years completed experience).

4. Candidate Selection

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

- (a) 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; and
- (b) Currency as a serving sworn officer of an Australasian (Australia and New Zealand) or other comparable policing jurisdictions police force; with the effect of any gap in service to be determined on a case by case basis; and
- (c) Satisfactory medical fitness; and
- (d) Satisfactory integrity checks; and
- (e) Satisfactory service record; and
- (f) Satisfactory outcome of psychological testing; and
- (g) Success at interview.

5. Training

- (a) The course will run for a minimum of 10 weeks, or such longer period as determined by the Commissioner from time to time.
- (b) Recruits who do not meet the requirements of the course shall be either dismissed, retained for remedial training, or passed with a training shortfall that is remedied as soon as is practicable.

6. Conditions of Service on Entry

On entry to the ARP, candidates are paid for their years of recognised prior police service. This is without allowances whilst in the NTPFES College and with allowances on graduation. Other conditions of service are the same as apply to currently serving members.

7. Placements

Candidates are recruited to serve initially at a location agreed between the candidate and the NTPF at the time of recruitment. They will be obliged to serve in General Duties for 1 year from graduation before being eligible to commence in a specialist position.

8. Appointment

Successful graduates will be appointed as a Constable and graduate at the rank that equivalent service in the NTPF will grant them, below that of Senior Constable. A 2 year experienced Constable will graduate as a post-probation Constable, whilst a Constable with greater than 4 years completed experience will graduate as a Constable First Class.

9. Probation

The completion of 6 months (inclusive of training) will be required before confirmation of appointment. Upon completion of the probation period and subject to a minimum aggregate service of 4 years, the member will be eligible to undertake the Senior Constable Assessment Centre. Four years aggregate service is calculated on completed years of service only.

Explanatory Note: For example, a member who has served 2 years 6 months in another jurisdiction shall not be eligible to undertake the Senior Constable Assessment Centre until he or she has completed a further 2 years' service in the Northern Territory Police Force (inclusive of the 6 month training and probation period).