



NT Police Accelerated Recruitment Program

Introduction

Thank you for considering a career with the Northern Territory Police Force. This booklet has been developed to provide applicants with:

- further information about working for the Northern Territory Police,
- employment remuneration and conditions
- a clear understanding of the criteria successful applicants will be required to meet
- an understanding of the recruitment and selection process,
- an overview of the NT Police Accelerated Recruitment Program (ARP) training, information to assist you with your initial application, and application forms for submission.

You are strongly encouraged to read this booklet carefully prior to completing the application.

You must make full disclosure, which includes all criminal and civil proceedings, all spent convictions, all traffic offences including traffic tickets and court appearances and all juvenile offences. Failure to disclose any information may result in your application not being processed or once appointed, the termination of your appointment.

Carefully read the Integrity Committee Assessment Guidelines on pages 21 - 26 in relation to criminal & traffic history to determine if your application is likely to proceed. If you have questions in relation to the integrity guidelines and how they might apply to you, please contact us for advice.

The information contained in the booklet is current at the time of printing. Processes and procedures are subject to change without notice. Please ensure that you use the most recent recruitment application pack when making your initial application.

If you have any questions about the information contained in this booklet, or require assistance, please contact the Northern Territory Police Recruitment Office.

Telephone: 1800 005 099 Email: PFESRecruitment@pfes.nt.gov.au
Website: www.police.nt.gov.au

Completed applications should either be:
hand delivered to the Recruitment Office: Ground Floor, 43 Knuckey Street, Darwin
or sent to - Northern Territory Police Recruitment
PO Box 39764
WINNELLIE NT 0821

JUNE 2018



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Policing in the Northern Territory

Policing in the Northern Territory offers an experience unlike that of any Force in Australia. You can experience professional challenges, lifestyles, people and locations that cannot be found anywhere else. Working as a Territory Police Officer demands many skills and due to the Territory's vastness members are required to display leadership, initiative and resourcefulness to respond to incidents effectively.

While the Northern Territory is one of the smallest Police Forces in Australia it is a modern, professional organisation which forms part of a tri-service with *Fire* and *Emergency Services*; the only one of its kind in the country.

Working as a Northern Territory Police Officer is more than just a job - it's a rewarding career and lifestyle choice.

Personal attributes

To meet the demands of the role, the Northern Territory Police are looking for people who:

- enjoy a varied and challenging career
- have life experience and maturity, seek responsibility and make decisions,
- show initiative while accepting the scrutiny and accountability of working in a disciplined organisation,
- are compassionate and enjoy a multicultural atmosphere,
- are prepared to work closely with the Northern Territory's residents and visitors, and
- have good communication skills.

It is important to note that members of the NT Police Force are required to serve in any geographical location within the Northern Territory where a Police presence is required. All positions offered require shift work.

YOU MUST COMPLETE ALL SECTIONS OF THE APPLICATION YOURSELF AND IN YOUR OWN HANDWRITING

Further information about the Northern Territory Police and policing in the Territory can be found on the internet at www.police.nt.gov.au



Overview of the Accelerated Recruitment Program

The Accelerated Recruitment Program is conducted at the Northern Territory Police, Fire and Emergency Services College situated at the Peter McAulay Centre in Darwin.

Induction Training - Upon appointment, the Induction Training is approximately 12 weeks duration conducted at the NTPFES Training College located in Darwin. The course provides the initial induction and instruction into the NT Police Force, as well as a revision of firearms (including conversion from revolver to Glock pistol for SA and VIC candidates) driver training and defensive tactics. Training will include the introduction to Northern Territory legislation and NT Police policies, procedures and systems.

Successful applicants will be appointed as a Constable and graduate at the following applicable ranks:

- A two year experienced constable will remain as Constable
- A four or more year constable will graduate as Constable First Class

Posting

On graduation experienced police will be posted to one of three major regional centres - Alice Springs, Tennant Creek or Katherine as agreed and negotiated in the Offer of Employment. These appointments are made at the discretion of the Commissioner to address operational requirements. *It is a condition of employment all ARP participants serve a minimum of 12 months General Duties before eligibility to apply for specialist positions.*

Members of the NT Police Force are required to serve in any geographical location within the Northern Territory where a police presence is required. Tenure at a posting locality is dependent upon locality and remoteness. Major regional centres retain a **two** year minimum tenure.

Probation

The completion of 12 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 Requisite Knowledge Exam (SCRKE). Four years aggregate service is calculated on completed years of service only.



Remuneration

Northern Territory Police enjoy attractive remuneration which includes a number of allowances.

Salary

The basic salary during training will reflect your current 'completed' years of service. For example, if you have completed 3 *full* years of service you will be paid the equivalent level in the NT for a fourth year Constable. This will maximise at 10 years or greater service.

The annual salary rates, including EBA increase as at 30/6/2017;

Years of Police Service	Base Rate (Training Rate)	Inclusive of 20% Consolidated Allowance
3 rd year police service	\$68,044	\$81,652
4 th year police service	\$69,405	\$83,286
5 th year police service	\$70,793	\$84,951
6 th year police service	\$72,208	\$86,649
7 th year police service	\$73,652	\$88,382
8 th year police service	\$75,126	\$90,151
9 th year police service	\$76,628	\$91,953
10 th year police service	\$78,160	\$93,792

Allowances

Consolidated Shift Allowance

The Consolidated Shift Allowance of 20% of the member's annual salary is paid to all police officers. Payment of this allowance starts at the completion of training and on the commencement of duties.

General Policing Allowance

Members performing general duties also receive the General Policing Allowance of 5% of annual salary, conditional on completion of requisite qualifications.

Night Shift Allowance

Members who work regular cyclic rostered shift work, involving night shifts, will be paid an allowance of 15% of the member's base annual salary per shift, or the member's base rate of pay while on higher duties. The allowance is only payable when night shift is actually worked and is not payable where a member works a night shift on overtime.



Accommodation

The NT Police provides all Police Constables and Aboriginal Community Police Officers, including trainee constables, with either free departmental accommodation or a housing allowance.

Departmental accommodation Single Members

Single members will be provided with barracks accommodation at no cost for the duration of the 30 week training program. Barracks accommodation consists of a single furnished bedroom and living room with a private bathroom and kitchenette. Each recruit is responsible for providing their own linen. Each barracks block is equipped with a communal laundry and storeroom. Recruits will also have access to a communal kitchen with greater cooking facilities.

Members with dependants

Married members recruited from outside Darwin may travel on their own for the 30 week training period. Under these circumstances members will be provided with barracks accommodation until their spouse and/or dependants arrive. Please note that barracks accommodation is not suitable for spouses and/or dependants.

Members with a spouse and/or dependants are entitled to departmental accommodation if they do not own a dwelling in the location they are stationed at. The type and size of the accommodation is assessed against the size of the family unit residing with the member. A family unit includes the member, spouse and number of recognised dependants.

The following criteria is used to determine the accommodation provided

Household Configurations	Accommodation Size
Single person	1 bedroom barrack accommodation (during training) and on graduation single officer quarters
Couple	2 bedroom accommodation
Sole parent with 1 dependant	2 bedroom accommodation
Couple with up to 4 dependants	3 bedroom accommodation
Sole parent with 2-4 dependants	3 bedroom accommodation
Sole parent with 5 or more dependants	4 bedroom accommodation
Couple with 5 or more dependants	4 bedroom accommodation

**where there are 4 children, 3 of one sex and the other child is of an age where mixed sexes should not be sharing a bedroom (say 10 years of age) then entitlement may be increased to 4 bedrooms.*

Please note you will be provided with Northern Territory Police accommodation no earlier than one week prior to your date of commencement.

Please note the Northern Territory Police is NOT obligated to provide accommodation that will allow pets.



Standard of Housing

Northern Territory Police will endeavour to house employees to Government Employee Housing Standard accommodation within your entitlements.

Occasionally members may be offered a dwelling not meeting Government Employee Housing standard due to minor discrepancies in the property features. You are not required to accept this dwelling; however you may do so if it meets your needs.

Declining the offer of Northern Territory Police provided accommodation

If you choose not to accept an offer of an approved dwelling your entitlement will be to the Housing Allowance. In these circumstances you will be required to source your own accommodation.

If you own a property or are purchasing a property in the Northern Territory

If you or your partner are purchasing a property in the location in which you are stationed, you will not be eligible for Northern Territory Police provided accommodation. Your entitlement will be the Housing Allowance.

Please note, once the housing allowance has been paid to a member at their current location, free housing will no longer be available to that member within this location unless decreed by the Commissioner of the Police.

Housing Allowance

A Housing Allowance is payable per fortnight to:

- members who own their own property at the location they are stationed at, and
- members who choose to provide their own accommodation instead of receiving the free departmental housing.

This allowance is subject to regular reviews in conjunction with any CPI increases and is also subject to PAYG tax.

Please contact the Police Recruitment Office for any additional information.

Relocation Expenses

A relocation allowance of \$5000 will be paid to all new recruits to assist in their relocation to Darwin. The allowance will be paid upon acceptance of the offer of employment and is in lieu of;

- relocation of furniture and personal effects;
- relocation of vehicle/s;
- flights; and
- temporary accommodation whilst awaiting NT Police provided accommodation and downlift of furniture and effects.

Recruits with 1 or more dependants may seek reimbursement up to an additional \$3000 for reasonable out of pocket expenses, upon production of receipts and acquittal of the original payment



Conditions of Employment

Hours of duty

Under the *Northern Territory Police Arbitral Tribunal Determination 1 of 2011*, members are required to work a forty hour week or an average of forty hours per week over a roster period.

Leave entitlements

The Determination provides for:

- annual leave of 280 hours per year
- unlimited sick leave with medical certificates, but only four working days per year without a medical certificate, and
- long service leave of four months after ten years service.

A member of the Police Force, who is also a member of the Defence Force Reserves, may be granted a maximum of four weeks leave in each year, with full pay, to attend camps of continuous training and/or full time schools, classes or courses of instruction.

Uniforms

A full supply of uniforms, accoutrements and physical training attire are provided free of charge at the start of recruit training and are replaced on a fair wear and tear basis.

NT Police acknowledges that some applicants may have cultural or religious beliefs that may require the organisation to consider providing special items of uniform. Whilst it has not yet been necessary to do so, the NT Police will give all such requests appropriate consideration and will work with an applicant to reach a satisfactory arrangement.

Superannuation

In accordance with the Federal Government requirements, the NT Police will contribute an amount equal to 9.5% of the member's salary into a superannuation fund nominated by the member. You are not required to provide any contributions from your salary. However, voluntary contributions and salary sacrifice are permitted.

Members may nominate the superannuation fund of their choice as long as it is a compliant fund. If a superannuation fund has not been nominated after 28 days of employment, contributions will be paid into the default NT Government superannuation fund AustralianSuper. Members may elect to transfer to a compliant fund of their choice at any time following commencement.



Selection Process

Applicants for the Accelerated Recruitment Program are required to display high standards of integrity, professionalism and maturity. The NT Police have developed a staged selection process that maintains high standards of selection criteria. The selection process is demanding and it may be a number of months before the result of your application is known. There may be a requirement to travel to assessments or any subsequent interview at your own cost.

The following is a guide only and may vary slightly without notice.

1. Initial application

Initial application is made by submitting completed application forms and supporting documentation. A check list and all required forms are included in the Application Pack.

2. Integrity Checks

Applicants are required to declare any criminal history & disciplinary matters at the time of application, including medical information and criminal offences. You are also required to sign a number of forms to allow the release of your personal information. These and a set of fingerprints (at a later stage) allows the NT Police to conduct criminal history, traffic history and background checks.

Enquiries will also be made with your respective police service to obtain information about your conduct, complaint and service history. This will involve all charges, investigations, internal and external complains, including matters that were unsubstantiated or refuted and work performance during your police service.

3. Written Assessment

If your initial application is successful you will be invited to attend a written assessment. The written assessment includes:

- reading, numeracy and writing tests, personality and aptitude tests,
- hand-written essay.

Examples are provided in this booklet.

4. Panel Interview

Successful completion of the written assessment allows applicants to progress to a panel interview. Applicants undertake a structured interview to assess;

- motivation to join the NT Police and expectations of your service with us
- general attitudes, beliefs and values
- thought processes and problem solving skills
- communication, interpersonal skills and personal suitability
- knowledge of the Northern Territory and the Northern Territory Police Force. This includes, but is not limited to, demographics, population, geography, industry, policing issues and current events.

If you have not already done so, applicants will need to provide a certified true copy of their first aid certificate

Interviewees should carefully consider their presentation before the selection panel. Neatness of dress, grooming and general appearance all play an important role.



5. Medical Examination

Prior to appointment to the NT Police Force applicants must be certified “medically fit”. They will be required to be examined by an approved medical practitioner. Full disclosure, supported by appropriate medical documentation, must be provided about any previous or current medical conditions and/or injuries.

Vision Requirements Corrected Visual Acuity of 6/9 or better in the:

- better eye or 6/18 or better in the worse eye.
- uncorrected Visual Acuity of not worse than 6/20 in the worse eye providing that the visual acuity the better eye is 6/9 or better.
- colour perception is assessed on a case-by-case basis and is only a bar in extreme cases.

Hearing Requirements

Aided hearing loss of no more than 35 dB, or 40 dB unaided, in the frequency range 500–4,000 Hz.

6. Referee Reports

At this stage in the process we will contact your referees. Due care is taken to establish the credibility of your nominated referees and confidentiality of information provided.

7. Final selection

The recruitment process requires you to undertake a number of stages. All of these are designed to assess each applicant’s suitability to undertake both the academic content of the Police Constable curriculum as well as to deal with the subsequent demands of the job. The selection process is one of the many important steps we take to ensure those who are most suitable to this role are selected. Please remember this is an extremely competitive selection process. There are always far more applicants than there are positions available.


At this stage, those who have been deemed suitable during the Panel Interview and who are declared medically fit, return satisfactory background checks, criminal history and traffic history reports will be considered for appointment. The interview panel makes recommendations to a panel of Senior Officers, called the Challenge Panel, who will determine the successful applicants. All decisions are merit based.

If you are not successful at any point during the process, this simply means there were other people in the group who were more suitable than you were.

If you were invited to interview for one squad, this does not automatically mean your application will be carried over to the next squad if you are unsuccessful. If unsuccessful at any stage you may be excluded from re-applying for any position with the Northern Territory Police for a time to be determined.

If you are unsuccessful at any stage of the process you will be notified promptly. Please note, you are unable to receive personal feedback in regards to your assessment as this is impossible to achieve given the large numbers of applicants, and owing to confidentiality agreements between us and the providers of the assessment tools.

As an applicant, you have a duty to disclose any information to the Northern Territory Police Force that may impact on your suitability for appointment as a Trainee Constable, including medical information and criminal offences (including matters that were withdrawn, dismissed or spent) and juvenile offences.



Failure to disclose any information may result in your application not being processed, your exclusion from applying or once appointed, the termination of your appointment.

It is important you are aware of all the criteria prior to submitting your initial application.

Essential Criteria

To be eligible to apply for the Accelerated Recruitment Program with the Northern Territory Police you must meet the following criteria:

Qualifications

- completed **two** years' service as a Police Officer with any Police Service within Australia or New Zealand
- have obtained the Diploma in Public Safety (Policing) or an equivalent
- If no longer a serving member, the application will be considered on a case by case basis, taking into account the duration of any break in service, length of prior service and the nature of employment during that break

Citizenship Requirements

To be eligible to apply for the Northern Territory Police applicants are required to either;

- be an Australian Citizen
- be a New Zealand Citizen
- have unconditional Australian Permanent Residency

Age

The NT Police Force prefers to recruit people with good life experience after formal education. The minimum age is 18 years; however as this course is aimed at serving police officers with a minimum of two years general duties experience, the minimum age limit does not apply. The compulsory retirement age for Northern Territory Police is 65.

Drivers Licence

Applicants must possess a current drivers licence to drive a manual motor vehicle.

First Aid Certificate

Applicants must possess a **current** First Aid Certificate equivalent to the national 'Provide First Aid' standard, also known as Apply First Aid and Senior First Aid. If you do not hold a current certificate you will need to provide proof, at interview, that a course is being undertaken prior to the commencement of training.

For all successful NZ applicants; you must complete an Australian first aid course prior to the commencement of training.



Personal Integrity and Character Assessment

Applicants are required to declare any criminal history at the time of application. You are also required to submit a signed 'Consent and authority for the release of information to the Northern Territory Police Force' form which allows the NT Police to conduct criminal history checks. The appropriate form is provided in the Application Booklet.

Successful applicants who have or are currently residing outside of Australia will be required to provide criminal history checks from every country in which they have lived.

Applicants who declare a Criminal History may have their applications referred to the integrity Committee for determination. If you do have a recorded criminal history, please read the *Assessment Guidelines for Recruiting Staff and the Integrity Committee* located at the end of this booklet.

Providing incorrect information or withholding any information that may adversely affect the assessment of your integrity, may result in your application being rejected, your exclusion from applying or your appointment being terminated should such information come to light after your commencement.

Physical Fitness

There is no fitness test as a pre-requisite to entry; however you should be physically fit and healthy. There is a requirement to complete Defensive Tactics and some physical training at the Police College.

Driving and traffic records

In your initial application you are required to disclose any driving or traffic offences including speeding tickets, etc. You are required to provide a copy of your Driving/Traffic History Record for the entire duration of holding a licence.

A record is required from each State/Territory/Country that has issued you a licence.

- for applicants who currently have or previously held an **NT drivers licence** you need to: complete the form included in the Application booklet titled 'Authority to Release Traffic Infringement and Traffic Conviction History'

AND

Log onto the NT Motor Vehicle Registry (MVR) webpage, click on the Demerit Points Link from the Home page and select the "Online Demerit Points Tally System" link to obtain a current record of your **traffic demerit history**.

- for Interstate, NZ and those applicants who have lived overseas, you need to contact the relevant Road Authority in your jurisdiction and provide a FULL traffic driving history including demerit points.



Referee checks

To support your initial application you are required to nominate:

- one character referee - someone who has known you personally for at least two years and is not a relative.
- two professional referees - including your current employer. If you are self- employed or unemployed you must nominate your most recent employer. Please note, the NT Police will not contact your current or most recent employer in the initial stage of the recruitment process. You will be notified prior to this happening.

Due care is taken to establish the credibility of your nominated referees and confidentiality of information provided.

Past or current serving Police Officers and Australian Defence Personnel

Enquiries will be made with your respective service to obtain information about your conduct and disciplinary history. This will involve all charges, investigations and internal and external complaints, including matters that were unsubstantiated or refuted, and work performance.



SERVICE PROFILE OF AN EXPERIENCED POLICE OFFICER

YOU ARE REQUIRED TO PROVIDE A TYPED PROFILE OF YOUR POLICE SERVICE IN THE FOLLOWING FORMAT AND RETURN IT WITH YOUR APPLICATION.

Personal Details

- Name
- Address
- Age
- Date of Birth

Service Details

- Name of Service
- Rank
- Service/Serial Number
- Date Commenced
- Date Resigned/Terminated
- Reason for Resignation/Termination (limit 50 words)
- Sick Leave Record (include details of leave taken as a result of injury, hypertension, anxiety or stress related conditions etc.)

Training Details (include marks, grades obtained and position in class)

- Pre-Service Training
- In-Service Training (e.g. Scenes of Crime Training Course, Investigative Skills Course, Motor Vehicle Theft Investigator Course, Accident Investigation Course etc.)
- Qualifying Courses/Examinations (e.g. Senior Constable, Sergeant)
- Special Skills/Qualifications (e.g. Breathalyser Operator, Negotiator, Diver, Detective etc.)

Duties Performed (list stations/units and briefly outline duties)

Conduct (provide brief details)

- Commendations, Favourable Record Awards
- Official Investigations (resulting in charges, reprimands, counselling or informal resolutions)

Supervisors (give name, rank, station and contact email address)

- Immediate Supervisor (current and/or former)
- Next Line Supervisor

Reason for Application (limit 50 – 100 words)



Recruitment Reading, Numeracy and Writing Tests

Sample questions are of a similar format included in the Police Officer Written Assessment:

READING ABILITY TEST

Question:

The population of Australia is now approximately 20 million. The majority of Australia's population lives in capital cities. Sydney is the most populous city, followed by Melbourne. Brisbane has the third largest population. Hobart and Darwin have the smallest populations of all capital cities.

Based on the information contained in the passage above, it can be safely assumed that the capital city of Adelaide has more people than:

- A. Brisbane
- B. Sydney
- C. Hobart
- D. Melbourne

Answer: C

NUMERICAL ABILITY TEST

Question:

What is 95 minus 36?

- A. 61
- B. 63
- C. 55
- D. 59

Answer: D

Question: You are travelling to the scene of an accident and the traffic is terrible. Your average speed has slowed to 30km/hr. Assuming you still have another 10km to travel, and your speed does not change, how long will it take?

- A. 10 minutes
- B. 20 minutes
- C. Half an hour
- D. An hour

Answer: B

WRITING ABILITY TEST

Question: Choose the option that most accurately and clearly describes the scene or concept.

- A. Your good teamwork is vital to good job performance
- B. You're good teamwork is vitale to good job performance
- C. Your good teamworking is vital to good job performance
- D. You're good teamwork is vital to good job performance

Answer: A

Recruitment Aptitude and Personality Tests

Sample questions are of a similar format included in the Police Officer Written Assessment.

Example:

The first word in each line is printed in capital letters. Opposite it are four other words. You will be asked to circle the one word which means the *same thing*, or most nearly the same thing, as the first word.

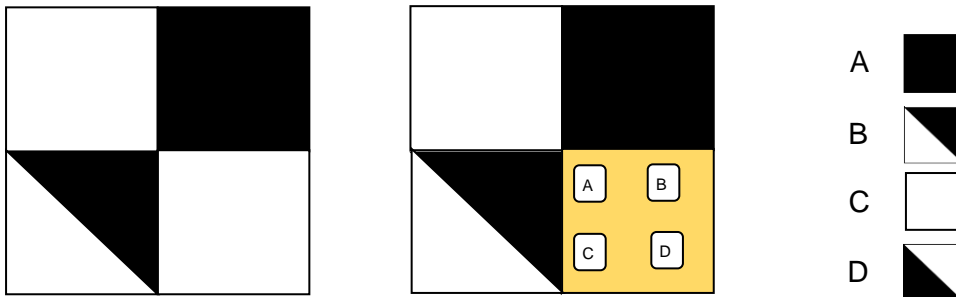
- | | | | | |
|----------------|----------|-----------|-------------|-----------|
| (i) SMALL | blue | little | noisy | dry |
| (ii) OBVIOUS | abstract | local | sharp | clear |
| (iii) PUNITIVE | weak | rewarding | retributive | erroneous |

Answers:

- (i) little
 (ii) clear
 (iii) retributive

Example:

Show which block goes in the shaded square to make this design;



Answer: C

PREFERENCES

Here you will be given two statements which will be about things that you may or may not like, or about ways in which you may or may not feel. You will be asked to make a choice for every pair of statements.

Example:

- A. I like to talk about myself to others.
 B. I like to work toward some goal that I have set for myself.

To answer this you need to consider which of these is more characteristic of what you like. You may like both. In this case you should choose the one that you like better. You may dislike both. In this case you should choose the one that you dislike less.

Here's another example:

- A. I feel depressed when I fail at something.
 B. I feel nervous when giving a talk before a group.

You will be asked to choose which of these is most like the way that you feel now. Again, both may describe the way you feel. Your job will be to select the one which is most like you. If neither describes how you feel, choose the one which you consider is most like you.



OPINIONS ABOUT SOCIETY

Here you will be given two statements about aspects of life in our society. You will be asked to choose the one which you more strongly believe. For example:

- A. People tend to be successful mostly through working hard.
- B. People who achieve things in life are mainly those who tend to have good luck.

WORK PLACE PROCEDURES

Here you will be given some statements about what goes on in many work places. You'll be asked to indicate whether you agree, disagree or feel uncertain about the statement.

Examples:

A agree **?** uncertain **DA** disagree

For most people, how much they get paid is the most important part of their job **A** **?** **DA**

If they put their mind to it, most people can learn how to do more than one job. **A** **?** **DA**

YOUR PERSONAL HISTORY AND OPINIONS

Here you will be given a series of statements. You will be asked to indicate whether the statement is True or False as it applies to you.

Examples:

People who know me would usually say that I am pretty even tempered. **T F**

When I'm working I find that I get easily bored. **T F**

Assessment Guidelines for Recruiting staff and the Integrity Committee

<p>Crimes including Stealing, Unlawful Entry, Deception, Assault Police, Aggravated Assaults,</p> <p>Drug Offences Possess/Use/Sale of Cannabis and other Illicit substances</p> <p>Dangerous Driving</p>	<p>Recruitment staff should refer all cases to the Integrity Committee for consideration of whether the applicant should remain in the selection process.</p> <p>If an adult at the time of the offence, the applicant will be excluded unless the Committee is satisfied there are exceptional circumstances which should permit the applicant to remain in the selection process.</p> <p>If a juvenile at the time of the offence, the Committee may approve the applicant remaining in the selection process, taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence – for instance, if committed more than 15 years ago; the applicant’s age and circumstances at the time of the offence; the gravity of offence; any other criminal /misconduct history; the applicant’s conduct since the offence; and any other relevant consideration.
<p>Simple Offences Common Assault, Criminal Damage</p>	<p>Recruitment staff should refer to the Integrity Panel for consideration of whether the applicant should remain in the selection process.</p> <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence – for instance, if committed less than 10 years ago; the applicant’s age and circumstances at the time of the offence; any other criminal / misconduct history; the gravity of offence; the applicant’s conduct since the offence; and any other relevant consideration. <p>For matters involving Criminal Damage where the applicant was under 14 years of age, dependant the explanation provided by the applicant, the Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p>

<p>Regulatory Offences Driving an unregistered motor vehicle; most minor offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> Regulatory Offences are spent, or were committed more than 5 years ago; or the Regulatory Offences were minor and committed more than 2 years ago; and the applicant has otherwise demonstrated very high standard of conduct; and there are no other circumstances or criminal history which bring the applicant's integrity into doubt. <p>In all other cases and cases of doubt recruiting staff will refer to the Superintendent Indigenous Employment Recruitment and Selections.</p> <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Integrity Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence – eg for a recent offence; the applicant's age and circumstances at the time of the offence; the gravity of offence; any other criminal / misconduct history – for instance multiple offences; the applicant's conduct since the offence; and any other relevant consideration.
<p>Official Police Caution for Crimes, Drug Offences (under 18years)</p>	<p>In all cases refer to the Integrity Panel.</p> <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence - for instance if committed less than 10 years ago; the applicant's age and circumstances at the time of the offence; the gravity of offence; any other criminal / misconduct history; the applicant's conduct since the offence; and any other relevant consideration.
<p>Official Police Caution for Simple Offences (under 18years)</p>	<p>All cases should be referred to the Superintendent Indigenous Employment Recruitment and Selections for evaluation and a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence - for instance if committed less than 5 years ago; the applicant's age and circumstances at the time of the offence; the gravity of offence; any other criminal / misconduct history; the applicant's conduct since the offence; and any other relevant consideration.

<p>Domestic Violence Orders (DVOs)</p>	<p>Where a DVO application has been made against an applicant, including an order by consent or where an application has been heard in Court but no order issued, an assessment of the full circumstances should be made, including obtaining a transcript of the Court hearing and findings of fact made by the Magistrate.</p> <p>The case must be referred to the Integrity Panel for evaluation and determination based on individual circumstances and applicants may be excluded for a period to be determined by the Panel.</p>
<p>Liquor Act Offences</p> <p>Street Offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> the offences were minor - based on the facts on the Court Brief etc - and committed more than 2 years ago; and does not form part of a series or pattern of similar offences the applicant has otherwise demonstrated very high standard of conduct; and there are no other circumstances or criminal history which bring the applicant's integrity into doubt. <p>In all other cases and cases of doubt recruiting staff will refer to the Superintendent Indigenous Employment Recruitment and Selections.</p> <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Integrity Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence - for instance if committed less than 2 years ago; the applicant's age and circumstances at the time of the offence; the gravity of offence; any other criminal / misconduct history; the applicant's conduct since the offence; and any other relevant consideration.
<p>Bankruptcy</p>	<p>Recruitment staff may allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> the applicant's bankruptcy was discharged or the order expired more than 5 years ago; did not form part of a series or pattern of similar orders; the applicant has otherwise demonstrated very high standard of conduct; and there are no other circumstances or criminal history which bring the applicant's integrity into doubt. <p>Where a bankruptcy application has been made against an applicant and been heard in Court but no order issued, an assessment of the full circumstances should be made by the Superintendent Indigenous Employment Recruitment and Selections. This assessment may include obtaining a transcript of the Court hearings and findings of fact made by the Magistrate.</p> <p>All bankruptcy matters to be referred to the Integrity Panel for evaluation and determination based on circumstances of each individual case and applicants may be excluded for a period to be determined by the Panel.</p>

<p>Unlicensed Driving Offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> the unlicensed driving offence was committed more than 5 years ago; or the unlicensed driving offence was were minor - based on the facts on the Court Brief etc - and committed more than 2 years ago; and <p>in either case</p> <ul style="list-style-type: none"> does not form part of a series or pattern of similar offences the applicant has otherwise demonstrated very high standard of conduct; and there are no other circumstances, criminal or misconduct history which bring the applicant's integrity into doubt. <p>In all other cases the Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Integrity Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence; the applicant's age and circumstances at the time of the offence; the gravity of offence; any other criminal or misconduct history the applicant's conduct since the offence; and any other relevant consideration.
<p>Drink Driving Offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> Blood Alcohol Content (BAC) was under .15% and there are no circumstances of aggravation; and the offence was committed more than 5 years ago; <p>or</p> <ul style="list-style-type: none"> BAC was .15% or over; and there are no circumstances of aggravation; and the offence was committed more than 10 years ago. <p>The Superintendent Indigenous Employment Recruitment and Selections may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the offence was committed less than 10 years ago. <p>In all other cases and cases of doubt recruiting staff should refer to the Superintendent Indigenous Employment Recruitment and Selections.</p> <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence the applicant's age and circumstances at the time of the offence; the gravity of offence – for instance high readings; any other criminal / misconduct history; the applicant's conduct since the offence; and any other relevant consideration.

<p>Drug Driving Offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> the offence was committed more than 10 years ago and there are no circumstances of aggravation <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel taking into account;</p> <ul style="list-style-type: none"> the offence was committed less than 10 years ago circumstances surrounding the offence <p>In all other cases and cases of doubt recruiting staff should refer to the Superintendent Indigenous Employment Recruitment and Selections.</p> <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence(s) – eg for a recent offence the applicant’s age and circumstances at the time of the offence; the gravity of offence; any other criminal / misconduct history – for instance multiple offences; the applicant’s conduct since the offence; and any other relevant consideration.
<p>Driving whilst Disqualified Offences</p>	<p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel, taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence – for instance if a single offence committed less than 10 years ago; circumstances surrounding the disqualification <p>The Panel may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> the length of time after the offence - for instance if a single offence committed less than 10 years ago; the applicant’s age and circumstances at the time of the offence; the gravity of offence including circumstances of aggravation any other criminal or misconduct history – for instance if the applicant has multiple convictions for driving whilst disqualified; the applicant’s conduct since the offence; and any other relevant consideration.

Other Traffic Offences

(traffic breaches such as Driving Without Due Care)

Recruitment staff should allow an applicant to remain in the selection process where:

- the offence(s) were minor -based on the facts on the Court Brief etc - and committed more than 2 years ago; or
- suspension through accumulated demerit points expired more than 2 years ago; and

in either case:

- does not form part of a series or pattern of similar offences
- the applicant has otherwise demonstrated very high standard of conduct; and
- there are no other circumstances or criminal history which bring the applicant's integrity into doubt.

If significant number of offences (6 or more in total), Recruitment staff to refer to the Superintendent Indigenous Employment Recruitment and Selections who will assess the number, nature and timeframe of offences to determine overall gravity of traffic history.

If 6 or more offences and the most recent offence committed is less than 2 years ago. The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.

The Panel may exclude the applicant from the selection process on the basis of multiple and/or serious traffic offences taking into account:

- the length of time after the offence(s);
- the applicant's age and circumstances at the time of the offence(s);
- the gravity of offence(s) including circumstances of aggravation;
- any other criminal or misconduct history – for instance if the applicant has multiple convictions for driving whilst disqualified;
- the applicant's conduct since the offence(s); and
- any other relevant consideration.

<p>Failure to Disclose Relevant Information</p> <p>Provision of False Information</p>	<p>Applicants are required to disclose all traffic, criminal and civil offences, and any other information which may reflect on their integrity or conduct to perform the duties of a police officer.</p> <p>Where there is evidence of a failure to disclose relevant information on the application form, medical questionnaire, supplementary information form, or at any other stage of the selection process, or where false or misleading information has been provided, the applicant should be advised that it will be assumed by the Integrity Panel that the action was deliberate unless the applicant can clearly demonstrate otherwise. To that end the applicant will be given an opportunity to provide a written response addressing the concern to the Integrity Panel.</p> <p>Applicants who knowingly or deliberately fail to disclose relevant information on the application form, medical questionnaire, supplementary information form, or at any other stage of the selection process will be referred to the Superintendent Indigenous Employment Recruitment and Selections who will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>An applicant who accidentally or inadvertently makes an error or omission may continue to be considered. The onus is on the applicant to provide further information to support their reasons for the error or omission. The matter including the applicant's reasons for the error or omission is to be referred to the Integrity Panel for evaluation and a determination based on the circumstances and gravity of the applicant's conduct.</p>
<p>Concerns re Integrity and Conduct</p>	<p>Any integrity/conduct concerns resulting from background inquiry sources (such as an employer, police referee or personal referee) or from information that has been volunteered from any other source, should be referred to the Superintendent Indigenous Employment Recruitment and Selections to be individually assessed for credibility and a determination made as to whether the applicant proceed to testing or be referred to the Integrity Panel after considering the gravity of the concerns.</p>
<p>Multiple Integrity Issues</p>	<p>Where an applicant has integrity issues in two or more of the above categories, an overall assessment should be made, based on the overall pattern of conduct and gravity of the issues involved. Any concerns should be referred to the Superintendent Indigenous Employment Recruitment and Selections who will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>Even though the gravity of each integrity issue when considered individually, may not be of a serious nature, the applicant's overall pattern of conduct may indicate unacceptable behaviour problems, and will warrant exclusion depending on circumstances and overall gravity.</p>
<p>Other Offences or Integrity Concerns not included in above categories</p>	<p>The above categories include the more commonly occurring integrity issues from past experience. However, where an applicant has an offence or any other integrity issue not included in the above categories, an individual assessment should be made.</p> <p>The Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p>

<p>Court Outcomes re Offences</p> <p>No Conviction Recorded</p> <p>Charged but not found guilty Nolle Presqui</p>	<p>When assessing an offence committed by an applicant, the critical issue is whether the applicant was guilty of the offence, irrespective of whether or not a conviction was recorded.</p> <p>Whilst a decision by a Court not to record a conviction may be taken into account when determining the gravity of the offence, it does not indicate that the offence was not committed.</p> <p>Where an applicant has been charged with an offence but found not guilty, or where a Nolle Prosequi has resulted, the Superintendent Indigenous Employment Recruitment and Selections will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>The Integrity Panel will review the available evidence regarding the alleged offence, and will reach its own conclusion regarding the applicant's standard of conduct.</p> <p>Where charges have undergone committal proceedings and committed to the Supreme Court, the Integrity Panel will take into account that the Magistrate had to be satisfied that a prima face case exists before committing the matter to the higher court.</p>
<p>Re-enlistees or lateral transfers (former or serving police officers from other jurisdictions)</p>	<p>As well as consideration of the above criteria, a significant history of complaints as a Police Officer or adverse findings in relation to internal disciplinary inquiries will, in normal circumstances, result in exclusion.</p> <p>Any applicant that reveals a significant history of complaints or disciplinary proceedings will be referred to the Superintendent Indigenous Employment Recruitment and Selections who will evaluate and make a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p>
<p>Exclusion from other policing jurisdictions</p>	<p>Applicants who are currently excluded from applying to other policing jurisdictions will have their applications and reasons for exclusion reviewed by the Superintendent Indigenous Employment Recruitment and Selections for a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p>
<p>Failure to respond to correspondence</p>	<p>Applicants who fail to respond to a receipted email requesting further information regarding their criminal history will be referred to the Superintendent Indigenous Employment Recruitment and Selections for a determination as to whether the applicant proceed to testing or be referred to the Integrity Panel.</p> <p>In the absence of further information the Integrity Panel will review the available evidence regarding the alleged offence, and will reach its own conclusion regarding the applicant's standard of conduct and required period of exclusion.</p>

Accelerated Recruitment Program Application Checklist and Forms

The following checklist is provided to assist you in completing your initial written application.

Please do not attach original documents to your application.

This form must be completed in your own hand writing.

You are required to provide certified copies of all supporting documents by either a **Justice of the Peace or Commissioner of Oaths**. Please note that no other professions (i.e. Pharmacists, Doctor, Military Personnel) are **NOT** eligible to certify documents for our purposes.

Applications must contain all of the following, otherwise they will not be processed:

- Completed, signed and witnessed application form (pages 29 – 41).
- 3 passport photographs. Photos can be taken at most post offices.
- 100 points of Certified Identification. A list of documents that can be used is located on page 40.
- Certified copy of your Birth Certificate or Extract. If using this as part of your 100 points of ID only **one** copy is required
- Certified true copy of Drivers Licence. If using this as part of your 100 points of ID only **one** copy is required
- If not born in Australia, evidence of Permanent Residency or Australian or New Zealand Citizenship.
- Certified true copy of Change of Name or Marriage Certificate if applicable.
- Certified copy of your Diploma of Public Safety (Policing) or equivalent
- Current resume outlining your professional and educational experience.
- Certified true copy of any further studies you may have completed
- Driving/Traffic History, including demerit points, from every jurisdiction you have held a licence.
- Completed Service Profile

The following documents must be supplied by stage 3:

- Certified true copy of a current First Aid Certificate

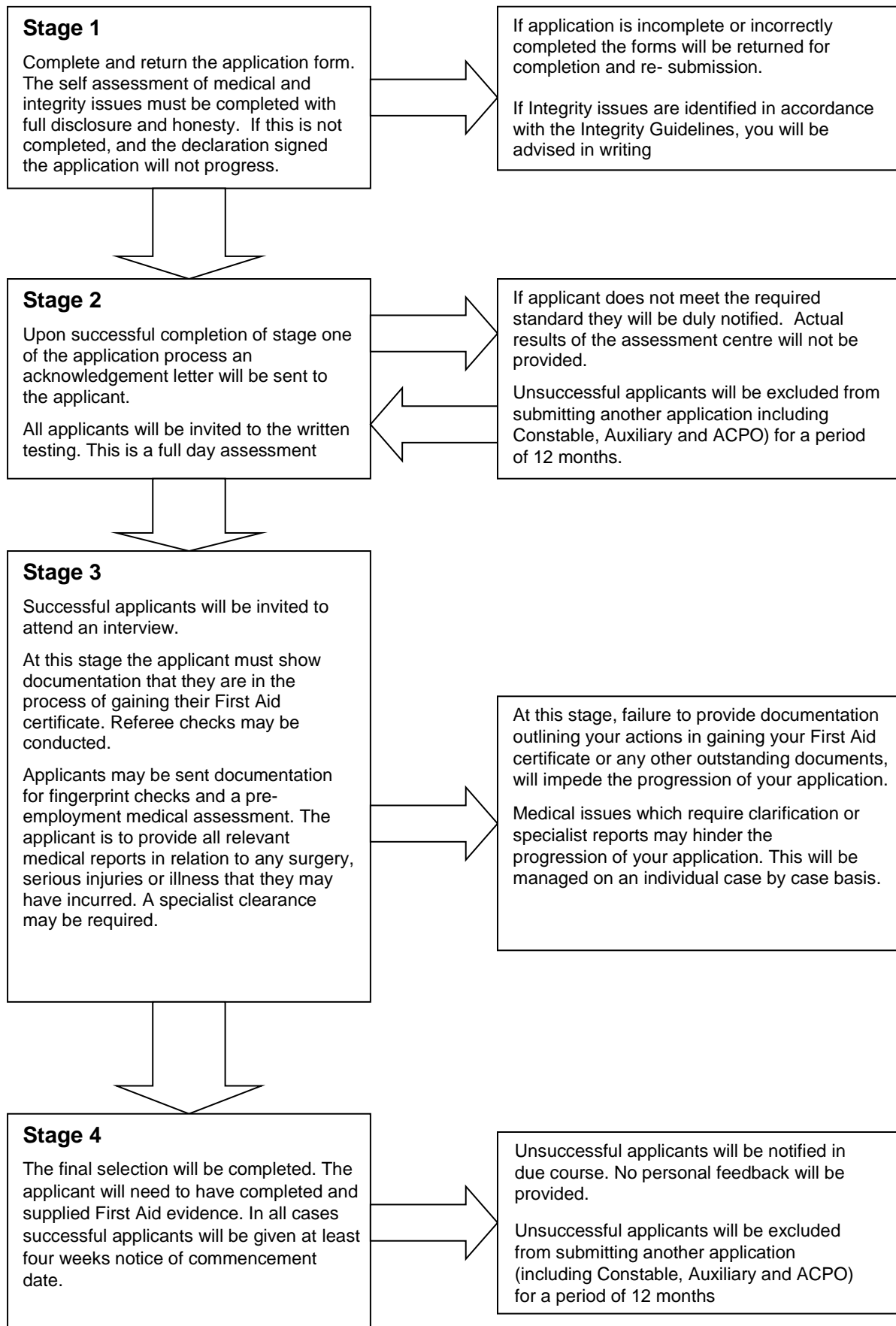
Please DO NOT send your application in a binder/folder of any type. Send ONLY the application with supporting documentation. Place all supporting documents behind the application – **DO NOT** place them through the application pages.

If you require **any** further information or assistance please contact the Recruitment Office on 1800 005 099.

Completed applications should either be:
hand delivered to the Recruitment Office Ground Floor, 43 Knuckey Street, Darwin; or
• sent to - Northern Territory Police Recruitment Office
PO Box 39764
WINNELLIE NT 0821

You will be notified once your application has been processed

Recruitment Flow Chart



NT Police Accelerated Recruitment Program (ARP) & Reappointee Application Form

Please read all questions and instructions carefully

All sections of the application must be answered. If any item is missed or not completed, the application will not be accepted or processed. If an item is not applicable write N/A

You must make **full disclosure**, which includes all criminal and civil proceedings, all spent convictions, all traffic offences including traffic tickets and court appearances & all juvenile offences.

Failure to disclose information may result in your application not being processed or once appointed, the termination of your appointment.

PHOTOGRAPHIC IDENTIFICATION

<p>Photograph 1 A colour passport photograph must be secured to this space</p>	<p>Photograph 2 A colour passport photograph must be secured to this space</p>	<p>Photograph 3 A colour passport photograph must be secured to this space</p>
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SURNAME (Family Name)

GIVEN NAMES (In Full)

Date of Birth

Age

Gender

Postal Address

State

Postcode

Residential Address

State

Postcode

Occupation

Current Employer

Contact Details

Home

Work

Mobile

Email Address

Marital Status

No. of Dependents

How did you first become aware of NT Police Recruiting?

- | | | |
|--|--|--|
| <input type="checkbox"/> Newspapers | <input type="checkbox"/> Television | <input type="checkbox"/> Radio |
| <input type="checkbox"/> Social Media | <input type="checkbox"/> Magazine | <input type="checkbox"/> Other Publication |
| <input type="checkbox"/> Career Search | <input type="checkbox"/> Word of Mouth | <input type="checkbox"/> Expo/Display |
| <input type="checkbox"/> Other | <input type="checkbox"/> NT Police Website | |

Please Specify (i.e. NT News, Facebook, Seek.com etc.)

Have you ever been known by or used any other name?

- YES NO

If YES, give full name and reason for name change:

Place of Birth - Town

State

Country

If NOT born in Australia...

(a) Date of arrival:

 / /

(b) Are you an Australian Citizen?

- YES NO

If YES, date attained:

 / /

(c) Do you have Permanent Residency?

- YES NO

(d) Are you a New Zealand Citizen?

- YES NO

If YES to any of the above, provide evidence

What is your Nationality?

Are you of Aboriginal or Torres Strait Islander Descent?

- Yes - Aboriginal Yes - Torres Strait Islander
 Yes - Both

OFFICE USE ONLY

Date Received

 / /

Receiving Officer

Reference No.

 /

Entering Officer

Height, without shoes (cm)

Weight, stripped (kg)

Hepatitis B immunised? YES NO

Do you wear glasses? YES NO

If YES, provide details i.e. long sighted

Do you wear contact lenses? YES NO

If YES, provide details i.e. long sighted

Do you have defective colour vision? YES NO

If YES, provide details i.e. protan deficient

Do you suffer from any hearing defects? YES NO

If YES, provide details

Do you suffer from any physical disabilities? YES NO

If YES, provide details & medical reports

No. of Schools attended

Highest education level completed:

Year 10 11 12 University

Last educational faculties attended

High School:

University:

Date left high school: / /

Swimming ability

Please outline your swimming ability (i.e. able to swim 200m without interruption). This will be assessed at a further time & date

Drivers Licence

Number

State Expiry / /

In which state/territory have you held a licence?

ACT SA NSW QLD NZ

NT WA VIC TAS

National Provide First Aid certificate YES NO

Further studies certification

Trade certificates

Computer Skills (outline programs you have experience using)

Other relevant skills / certificates

Family

RELATIONSHIP	NAMES IN FULL	DATE OF BIRTH
Husband/Wife/ Defacto	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>
Dependant	<input type="text"/>	<input type="text" value="/ /"/>

Police Service History

1. Are you a current serving member of a Police Force?

YES (complete below) NO – Go to question 2

Name of Police Service Date Joined

Rank

Service Number Section

2. Other or Prior Police Service

Name of Police Service Date Joined

Rank

State Country

Service Number Section

Dates of Service

Reason for separation

3. Other than your current or prior jurisdictions in which you have served, have you previously applied to join any other Police Force?

YES (complete below) NO

Name of Police Service Date of previous application

Reason for or stage of non-acceptance

4. Have you applied to re-join any of you previous jurisdictions?

YES (complete below) NO

Name of Police Service Date of previous application

Reason for or stage of non-acceptance

5. Have you ever been the subject of any internal investigations or Complaints Against Police whilst a serving member?

YES NO

If YES provide details (circumstances & outcome)

6. Have you ever had disciplinary action imposed upon you whilst a serving member?

YES NO

If YES provide details (circumstances & outcome)

Traffic, Criminal and Other Offences

You must make full disclosure, which includes all criminal and civil proceedings, all spent convictions, all traffic offences including traffic tickets and court appearances & all juvenile offences.

Failure to disclose any information will result in your application being referred to the Integrity Committee or appointment terminated

- 1. Have you ever been convicted of ANY offence, criminal, civil, military or other? YES NO
- 2. Have you ever been arrested, summonsed or charged to appear before any court, tribunal or authority in connection with ANY criminal, civil, military or other offence or incident? YES NO
- 3. Have you ever been interviewed, questioned or investigated in connection with ANY criminal, civil, military or other offence or incident by any police officer, department or authority? YES NO
- 4. Have you ever received a Traffic Offence Ticket/Notice or Traffic Summons? (DO NOT include parking tickets) YES NO
- 5. Have you ever been the subject of a domestic violence, firearms prohibition, restraining order or other court order? YES NO
- 6. Have you ever been declared bankrupt or been the subject of bankruptcy proceedings? YES NO
- 7. Have you ever been the subject of ANY civil courts order, debts or judgements, garnishment orders or Small Claims Tribunal orders? YES NO

If you answered YES to ANY of the above questions provide full details. Include date, place and outcome.

Have you ever been, in Australia or Overseas...

Spoken to or investigated by police regarding ANY incident or investigation? YES NO

If YES, specify what, when and where – provide attachments if appropriate

Arrested or charged with ANY as an adult or juvenile? YES NO

If YES, specify what, when and where – provide attachments if appropriate

Referees

Please nominate one person who has known you personally for at least **TWO YEARS** and is not related to you, one previous employer/supervisor and your current employer/supervisor

Character Reference	Previous Employer	Current Employer (please note we may contact your current employer)
Given Name <input type="text"/> <input type="text"/>	Given Name <input type="text"/> <input type="text"/>	Given Name <input type="text"/> <input type="text"/>
Surname <input type="text"/> <input type="text"/>	Surname <input type="text"/> <input type="text"/>	Surname <input type="text"/> <input type="text"/>
Occupation <input type="text"/> <input type="text"/>	Occupation <input type="text"/> <input type="text"/>	Occupation <input type="text"/> <input type="text"/>
Nature & length of acquaintance <input type="text"/> <input type="text"/>	Nature & length of acquaintance <input type="text"/> <input type="text"/>	Nature & length of acquaintance <input type="text"/> <input type="text"/>
Contact telephone number <input type="text"/> <input type="text"/>	Contact telephone number <input type="text"/> <input type="text"/>	Contact telephone number <input type="text"/> <input type="text"/>
Email address <input type="text"/> <input type="text"/>	Email address <input type="text"/> <input type="text"/>	Email address <input type="text"/> <input type="text"/>

Declaration

ALL APPLICANTS TO COMPLETE

I declare that to the best of my knowledge the information supplied herein is correct and complete and I hereby authorise the Northern Territory Police Force to verify all of the information contained in my application. I acknowledge the provision of incorrect information or the withholding of any information relating to my application may adversely affect the assessment of my integrity and could result in the cancellation of my application. I hereby give my consent for you to obtain references from the persons nominated as my referees. If unsuccessful with this application I understand that nothing will be automatically returned to me and this application may be destroyed upon completion of the application process. And further, **I understand that if successful, I may be required to serve at any locality within the Northern Territory. There are no prevailing factors, medical or other, with myself or my immediate family, which would preclude me from serving anywhere at the discretion of the Commissioner of Police.**

Signature of Applicant

Date

 / /

Northern Territory Police, Fire and Emergency Services (NTPFES) is collecting information on the application form for Police Constable to ascertain an applicant's suitability for appointment. The collection of this information is authorised under the provisions of the *Police Administration Act*. Failure to provide this information may result in your application not being processed. You can access your personal information provided on this form within a 3 year period. If you have any queries or wish to access this information please contact NTPFES by phoning 1800 005 099.

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Northern Territory Police Force

Consent and Authority to Undertake Background Enquiries

Release and Delivery of information to the Northern Territory Police Force

Release and Waive All Rights, Suits or Claims

AUTHORITY: Police Administration Act

I, (full name – please print)

acknowledge that I have applied for appointment as a member of the Northern Territory Police Force.

I further acknowledge that in taking the necessary steps to assess my suitability for appointment as a member, the Northern Territory Police Force will give consideration to matters which provide that a decision to appoint a person as a member must be made on the basis of merit of applicants and that merit includes an assessment of my integrity and good conduct.

To determine my merit for appointment, I hereby consent and authorise the Northern Territory Police Force to undertake background enquiries with police services and other agencies, both State and Federal, in connection with the determination of my merit for appointment, including my integrity and good conduct, and further consent and authorise such police services and other agencies as required to uplift all information that may directly or indirectly relate to me, and release and deliver such information to the Northern Territory Police Force.

I further consent and authorise the Northern Territory Police Force to undertake community background enquiries from my referees, police referees, current and previous employers, former and current places of residence, educational facilities, where applicable, in connection with the determination of my merit for appointment, including my integrity and good conduct, and further consent and authorise the release and delivery of all such information to the Northern Territory Police Force.

I further consent and authorise the Northern Territory Police Force to undertake medical inquiries, obtain reports and results from any medical practitioner, surgery, hospital, clinic or other medical facility in order to assess my suitability and ability to perform the duties of an operational police officer, and further consent and authorise such medical personnel as required to uplift all information that may directly or indirectly relate to me, and release and deliver such information to the Northern Territory Police Force.

Further, I hereby release and waive all rights, actions, suits or claims which may prevent, or arise from (whether directly or indirectly) the release and delivery of such information to the Northern Territory Police Force and the use of such information by the Northern Territory Police Force in the determination of my merit for appointment. And this release and waiver may be pleaded in bar to any action, claim, suit or proceedings, commenced or now taken or which hereinafter may be taken by me in any jurisdiction with respect to the release, delivery of such information to the Northern Territory Police Force or the use of such information by the Northern Territory Police Force in the determination of my merit for appointment as a member of the Northern Territory Police Force.

Signed

Date

Place of birth

Date of birth

Witness (print name)

Signature (of witness)

Date

Note: A member of the Police Force includes a person appointed as a member under S16, S16AAA, S18 or S19 of the Police Administration Act.

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Health Assessment

Medical Questionnaire for Appointment as a Member of the Northern Territory Police Force.

Please read all instructions and questions carefully.

Instructions

1. Complete this form in your own handwriting.
2. Answer all questions in the medical questionnaire by ticking either 'YES' or 'NO'. If the answer to any question is "YES" supply details where directed.
3. Complete the declaration and waiver and sign the form.

You must make full disclosure. This includes all medical procedures, illnesses, injuries, operations or any other medical condition. Failure to disclose any information will result in your application not being processed or once appointed the termination of your appointment.

Personal Details

Surname

Given Names (in full)

Date of Birth / / Gender

Height (cm in bare feet) Weight (kgs stripped)

Residential Address

Do you have, or have you ever had, any of the following?

- | | | |
|--|------------------------------|-----------------------------|
| 1. Asthma | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 2. Diabetes | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 3. Epilepsy, fits, seizures or convulsions | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 4. Blackouts, fainting | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 5. Heart disease, chest pain or angina | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 6. Palpitations / irregular heartbeat | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 7. Tuberculosis or lung disease | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 8. High blood pressure | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 9. Injuries including head or back | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 10. Speech impediment | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 11. Hepatitis B/C or HIV/AIDS | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 12. Migraines or persistent headaches | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 13. Mental illness or related conditions | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 14. Anxiety or depressive illness | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 15. Stress related disorders or conditions | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 16. Cancerous conditions, including skin | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 17. Arthritis of any form | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 18. Chronic bone or joint condition | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 19. Deafness or hearing defects | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 20. Physical disabilities | <input type="checkbox"/> YES | <input type="checkbox"/> NO |

Provide full details to the following questions where applicable

- | | | |
|--|------------------------------|-----------------------------|
| 21. Do you wear visual aids? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 22. Are you colour blind to any degree? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 23. Have you undergone any operation, including laser surgery, in your lifetime? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 24. Are you presently consulting a medical practitioner for any illness or injury? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 25. Are you receiving and medical treatment or taking any medication? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 26. Do you have, or have you ever had, any other illnesses or injuries (other than those which are minor)? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 27. Are you aware of any circumstances regarding your health or fitness which would render you unable to carry out the occupational requirements of a member of the Police Force and complete the physical training program uninterrupted? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |

If you have answered YES to any of the previous questions (1 – 27) please provide details below.

Details (include year of onset, treatment and current condition. Ensure you number the response)

No. _____

No. _____

No. _____

No. _____

No. _____

Declaration

I, (full name), declare all the answers in this Medical Questionnaire to be, to the best of my knowledge and belief, true and correct.

I acknowledge that the provision of incorrect information or the withholding of any information relating to my health and fitness may adversely affect the assessment of my integrity in the selection process and will result in the withdrawal of my appointment as a police recruit.

Authorisation and Direction

In making this declaration, I (full name) authorise and direct any medical practitioner who has been or may be consulted by me, shall divulge at any time to the Commissioner of Police, any information concerning my health and medical history that he/she may have acquired in the course of any professional attendance by him/her on me, or any professional consultation I have had with him/her and I hereby expressly waive all professional confidence and provisions of laws to privilege relating to disclosure of such information, and further agree that this authority shall be sufficient for the purposes of the Evidence Act (NT)

I authorise the Northern Territory Police Force to retain this medical questionnaire and any medical reports and I am aware that in the event that my application is unsuccessful, I may request the return of the Medical Questionnaire and any medical reports within a 3 year period.

Signature of Applicant

Date

 / /

Note: A member of the Police Force includes a person appointed as a member under S16, S16AAA, S18 or S19 of the Police Administration Act

Proof of Identity

ALL applicants need to provide 100 points of proof by providing **certified true copies** of identification as described in the table below

<u>Primary Identification</u>	Score	Tick
Passport	70	<input type="checkbox"/>
Citizenship	70	<input type="checkbox"/>
Birth Certificate	70	<input type="checkbox"/>
Licence issued under a law (<i>drivers licence or shooter licence</i>)	50	<input type="checkbox"/>
Employment ID		
<i>ID card issued by Employer (name and address only)</i>	35	<input type="checkbox"/>
<i>ID card issued by Employer (Name only)</i>	25	<input type="checkbox"/>
Letter from Employer (within the last two years)		
<i>Confirming name and address</i>	35	<input type="checkbox"/>
Rates notice	35	<input type="checkbox"/>
Credit/Debit cards/Passbooks (<i>only one per institution</i>)	25	<input type="checkbox"/>
Medicare Card	25	<input type="checkbox"/>
Membership Card		
<i>Club, union or trade, professional bodies</i>	25	<input type="checkbox"/>
<i>Education institution</i>	25	<input type="checkbox"/>

Current and previous holders of a Northern Territory Drivers Licence ONLY
Interstate applicants need to contact their relevant road authority to provide this information



Authority to Release Traffic Infringement and Traffic Conviction History

Please use BLOCK LETTERS

I (Mr/Mrs/Miss/Ms):
(Family Name) (Given Names)

Maiden Name:
(Family Name) (Given Names)

Other Names
(Include any other names by which known)

Born on/...../..... at Sex: M / F
(Town/City, State, Country)

of (Full Residential Address):
..... Postcode:

Telephone Number (Work): (Mobile):

Current Driver's Licence Number: State/Territory of issue:

HEREBY CONSENT to a check of records, or other information, kept by the Northern Territory Police of Australia, and release of details of any traffic infringement, or other relevant driver history information, recorded against my name to myself or a third party as identified below.

Name and postal address of person, organisation or agency requiring information:

Northern Territory Police, Police Recruitment Section
PO Box 39764 Winnellie NT 0821

AND IN SO DOING hereby indemnify the Northern Territory of Australia, its servants and agents against all liabilities and against all actions, suits, proceedings, claims, demands, costs and expenses whatsoever which may be taken or made in respect of the release or use hereunder of any details of any convictions, or other information purporting to either relate to or involve me.

Print Name: Signed:

In the presence of: Signed:

..... Date:/...../.....
(Address of witness)

PRIVACY STATEMENT

Northern Territory Police, Fire and Emergency Services (NTPFES) is collecting information on this form 'Authority to Release Traffic Infringement/Conviction History' to ensure that the correct person is entitled to receive the information requests. This collection is authorised or required by the Northern Territory Police Administration Act. The information provided on this form is only used to identify the applicant for the purpose of providing a Traffic Infringement History Report. Failure to supply any material requested will result in your application not being processed. You can access your personal information provided in an Authority to Release Traffic Infringement History form within the period information is held. This information is held for less than 10 years. If you have any queries or wish to access this information, please contact NTPFES by phoning 08 8985 8926.

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