Job Title: EOI - Trainer - Police & PSO Recruit Training (Policing)

Job Details

JOB TITLE - EOI - Trainer - Police & PSO Recruit Training (Policing)
EMPLOYMENT TYPE - Temporary Transfer for a period of 36 months with the possibility of a 12 + 12 month extension (FTM B)
LOCATION - ACT
AFP BAND - Broadband 2-5 (Policing) ($64,754.00 - $111,861.00)
JOB REFERENCE NUMBER -15859
CONTACT OFFICER - s 22(1)(a)(ii) **Phone:** s 22(1)(a)(ii) **Email:** s 22(1)(a)(ii) @afp.gov.au
APPLICATIONS CLOSE - 11:59pm (AEST) 30/04/2026

This advertisement is to fill current vacancies and create a merit list for future ongoing or non-ongoing vacancies arising over the next 12 months.

Role Summary

Expressions of Interests are sought from suitably qualified Constables (Bands 2-5) wishing to be considered for the role of Team Member / Trainer, School of Recruit Training (SRT) in AFP Learning and Development Command.

We are seeking enthusiastic leaders with Policing or PSO experience, a demonstrated ability to train or mentor members and communicate effectively in an educational setting. The applicant should be comfortable in teaching in a classroom setting, in lessons facilitated electronically, assessing and providing feedback.

Recognising the evolving role of the AFP, and to meet the demands in the future, SRT are seeking members with diverse backgrounds and experiences to enhance the recruit learning experience. SRT training is conducted at the AFP College Barton in the ACT and other training locations across the AFP.

This position will be offered for a temporary transfer at level. This role is identified as a Fixed Term Mobility role, Fixed Term B, and is subject to section 116 of the AFP Enterprise Agreement 2024-2027. The role is for an initial term of 36 months with a one-year plus one-year extension option.

Term transfer conditions are available for interstate applicants willing to relocate

As a Team Member you will also be required to contribute to the achievement of outcomes in accordance with the regulatory framework, the AFP Code of Conduct and the AFP Governance Instruments. It is expected that the successful applicant will deliver on the core responsibilities and meet any requirements of the position as outlined below.

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Role Description and Responsibilities

The successful applicant will have a diverse skill set and a broad range of experiences.

They will have responsibility for:

- Delivery and assessment of recruit and regional (in-service) programs;
- The continual improvement of recruit training curriculum and training resources;
- Providing support and oversight of participants throughout training programs;
- Introducing innovative and contemporary training methodology to best support learning;
- Supporting learning and development in transformation and reform;
- Develop and maintain currency and subject matter expertise in training and assessment issues;
- Provide feedback, guidance and ongoing support to training program participants;
- Liaise with the workforce to identify learning opportunities and develop training packages in a coordinated manner; and
- Undertake operational policing duties if/as required.

Essential Requirements

- A Negative Vetting 1 (Secret) security clearance or the ability to obtain one.
- 'Restricted Role' - this role requires the execution of police powers.
- Has contemporary knowledge and experience relevant to the role.
- Diploma in Policing or the ability to obtain via a recognition of prior learning process.
- Use of Force qualification and ability to maintain it for the duration of the FTM.

Desirable Experience/Qualifications

- Certificate IV in Training and Assessment or equivalent is preferred. If not held, this qualification will need to be obtained as an initial development objective.
- Experience in education and the development of training courses

Selection Criteria

- Organising your work, making sound decisions and achieving outcomes
- Communicating and working effectively with other people
- Applying technical knowledge, expertise and skills

Required Application Documents

As part of your application you will be required to submit the following documents:

- Applicant gitch (maximum **two** pages)
- Resume/CV

Advice for Applicants

All requested documents must be uploaded to the online application form and submitted before the closing date and time. Any documents not supplied may result in your application being withdrawn from the recruitment process.

The applicant response (Ritch) should address the selection criteria and work level standards relevant to the role and provide evidence as to why you are the best fit for the position. The work level standards are specific to the band level of the role you are applying for and can assist in guiding you to address the selection criteria to the level required of the role.

Commitment to Diversity and Inclusion

We're all individuals and we love that. At the AFP we value the different perspectives, approaches and lived experiences of our people, and recognise that our collective intelligence and diversity is what makes us stronger. As such, we encourage applications from people from all walks of life, including people from culturally and linguistically diverse backgrounds, First Nations people, women, the LGBTQIA+ community and people with disability.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Job Title: Team Leader - Operational Safety Trainer

Job Details

JOB TITLE - Team Leader - Operational Safety Trainer
EMPLOYMENT TYPE - Ongoing Transfer (at level only); Higher Duties for a period of up to 24 months
LOCATION - Canberra, Brisbane - Pinkenba Training Centre (PTC)
AFP BAND - Broadband 6-7 (Policing) ($111,861.00 - $132,185.00), Broadband 6-7 (PSO) ($107,559.00 - $127,101.00), AFP Band 6 ($107,559.00 - $118,673), AFP Band 7 ($118,673 - $127,101)
JOB REFERENCE NUMBER - 15057
CONTACT OFFICER - s 22(1)(a)(ii) **Phone:** s 22(1)(a)(ii) **Email:** s 22(1)(a)(ii) @afp.gov.au
APPLICATIONS CLOSE - 11:59pm (AEST) 26/08/2025

This advertisement is to fill current vacancies and create a merit list for future ongoing or non-ongoing vacancies arising over the next 12 months.

Role Summary

Operational Safety Practice (OSP) is seeking expressions of interest from sworn police, PSOs and qualified unsworn members interested in developing their leadership in the role of Team Leader, Operational Safety Training. Multiple opportunities exist for permanent transfer at level or higher duties for up to 24 months.

These positions are part of the AFP's Learning and Development Command and will be in Canberra and Brisbane PTC. All OST teams are centrally managed and led by OSP Canberra. As such, regional OST Team Leaders report directly to Inspector OSP.

Operational Safety Practice is responsible for the management and delivery of operational safety, use of force training and assessment to AFP appointees and external agencies. This includes annual Operational Safety Assessments, CEW user program, CEW Instructor Certification Program, Active Armed Offender, Operational Safety Qualifying Program and the Operational Safety Certification Program for recruits.

OST has a high work tempo. As such, OSTs are expected to support other OST teams around country as required. OST's can be required to travel to various locations for periods not exceeding three weeks up to five times a year as directed by Inspector OSP.

As a Team Leader in the AFP, you will also play a pivotal role in developing people, managing change and influencing behaviours that lead to a supportive culture that respects the perspectives, talents and value of everyone. Consistent with the AFP values, AFP leadership philosophy, organisational reform agendas, AFP corporate business plans and your Performance Development Agreement, the expectation is that you will deliver on the core responsibilities and meet any requirements of the position as outlined below.

Role Description and Responsibilities

The Operational Safety Trainer Team Leader will lead, manage and develop team resources involved in the management of RTO and Training compliance. The Team Leader will plan, develop and implement operational Learning and Development programs focused on developing the necessary skills, knowledge and values required by appointees to effectively deliver AFP outcomes and effectively perform a range of AFP functions.

This work may include:

- Managing the planning, coordination, delivery, assessment and evaluation of training programs which includes Operational Safety Training, delivery of AFP approved defensive tactics, firearms training (including conducting live fire range practices) and other operational safety training.
- Establish, develop and maintain internal and external stakeholder relationships
- Ensure consistency of delivery and quality assure the instruction delivered by OST's
- Monitor, assess and provide feedback, guidance and ongoing support to OST's and training program participants

- Ensure training delivery and assessment is delivered in accordance with the Standards for Registered Training Organisations and L&D governance
- Ensure OST's develop and maintain accurate records of participant progress and outcomes relating to L&D programs
- Identify opportunities for individual and team development in line with continuous improvement practices.
- Ensure the team maintains currency in subject matter and training expertise through ongoing professional development and learning opportunities outside the formal education process.

Essential Requirements

- Qualified Operational Safety Trainer and/or demonstrated strong leadership abilities
- Current OSA

Desirable Experience/Qualifications

- Hold a current Certificate IV in Training and Assessment TAE40116 or equivalent

Selection Criteria

- Achieve results
- Communicates with influence
- Contributes to strategic thinking
- Cultivates productive working relationships
- Shows personal drive and integrity

Required Application Documents

As part of your application you will be required to submit the following documents:

- Applicant Ritch (maximum two pages)
- Resume/CV

Advice for Applicants

All requested documents must be uploaded to the online application form and submitted before the closing date and time. Any documents not supplied may result in your application being withdrawn from the recruitment process.

The applicant response (Ritch) should address the selection criteria and work level standards relevant to the role and provide evidence as to why you are the best fit for the position. The work level standards are specific to the band level of the role you are applying for and can assist in guiding you to address the selection criteria to the level required of the role.

Commitment to Diversity and Inclusion

At the AFP we value the different perspectives, approaches and lived experiences of our people, and recognise that our collective intelligence and diversity is what makes us stronger. As such, we encourage applications from people from all walks of life, including people from culturally and linguistically diverse backgrounds, First Nations people, women, the LGBTQIA+ community and people with disability.

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Protective Service Officer Program Current Content Overview

The Protective Service Officer Program is a 15-week learning package which will provide participants with the required skills and knowledge to perform their role as a Protective Service Officer.

Phase 1 – Introduction to Laws		
Topic	Content	Duration
Notebooks and Minutes	Use of **Notebooks** in accordance to national guidelines/legislative requirements What is a **Minute**, how to write one and why they are utilised. Recruits often utilise minutes throughout the program as correspondence, they are also required to write a minute as part of two assessments (outlined in the assessment overview)	1 hour
Criminal Law in Australia	What are the sources of Law? What is the Adversarial System? What is Court Hierarchy and Precedent? What is the Separation of Powers?	1 hour
Evidence Law	The relationship between investigators and evidence law	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	The different types of evidence Facts in Issue Evidence relevance/admissibility	
Jurisdiction	ACT Jurisdiction Commonwealth Jurisdiction Geographical Nexus Power of Courts to finalise matters	1 hour
AFP Act 1979	What is the AFP Act 1979? Definitions Powers and Duties of PSOs Section 14A-14K	8 hours
Categories of an offence	Summary and Indictable offences Statute of Limitations	1 hour
Burden and Standard of Proof	Legal Burden Standard of Proof (Balance of Probabilities and Beyond and Reasonable Doubt) Evidential Burden	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Criminal Responsibility	Elements of an offence Common Proofs Physical and fault elements	1 hour
Court Proceedings	Court Procedures and Protocols Giving evidence and cross examination Collaboration vs Corroboration	1 hour
Gradual Exposure to Death	A PowerPoint presentation delivered by forensics which prepares recruits by revealing images of deceased persons which they may be exposed to when operational	2 hours
Suspicion vs Belief	Understanding the continuum from suspicion to belief and the application of these to dictate the state of mind when utilising PSO powers.	1 hour
Arrest and Caution	What is the purpose of an arrest Lawful vs unlawful arrest Powers of arrest Ways a person can be placed under arrest (tell and submit, touch and tell, total restraint)	1 hour

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Search Powers	Powers of search Objectives of search Elements to a search Section 14D and 14J AFP Act 1979	1 hour
Damage to Commonwealth Property	Understanding the offence Proofs required How to deal with person/s committing/committed offence Videos/case study of real life examples	1 hour
Trespass	Understanding the offence Proofs required How to deal with person/s committing/committed offence	1 hour
Blood Borne Viruses	Presentation delivered by ACT health on blood borne viruses and exposure risks.	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Phase 2 – Application of Law and Powers		
Topic	Content	Duration
Radio Communications	Radio Procedures Radio Protocols utilised within the AFP How to use a portable radio in accordance with AFP procedures Phonetic alphabet	1 hour
Professional Standards	The role of PRS Code of conduct/Core Values Mandatory reporting PRS Panel presentation gives an insight to recruits on PRS, Ombudsman and NACC (previously ACLEI) and how they work together, they also discuss case studies and discuss how each organisation would be involved.	PRS Introduction 1 hour Panel Presentation (PRS, Ombudsman and NACC) – 2 hours
Observing and Reporting	How to accurately observe and describe Reasons why accurate observations are essential How to accurately convey what has been observed/seen by others.	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Statements	What is a witness statement How to write a witness statement and general guidelines	1 hour
Counter Terrorism	Overview of PSO CT Offences Syndicate Assignment on s 47E(d) s 47E(d)	3-4 hours
Offences relating to National Security	Escape Bribery Sabotage Espionage Impersonation and Corruption Secrecy	Self paced online learning content and quiz on s 47E(d)
Obstruct/Hinder Commonwealth Public Official	Understanding the offence Proofs required	1 hour
Cause Harm Commonwealth Public Official	Understanding the offence Proofs required How to deal with person/s committing/committed offence	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Part 1C Rights and Caution	Understand the powers of detention under Part 1C of the Crimes Act 1914 Understand the obligations of the investigating official under Part 1C of the Crimes Act 1914 Contains obligations that *investigating officials* must comply with when dealing with a person who is under *arrest* or a *protected suspect*.	2 hours
Media Awareness	AFP Media Situational Awareness presentation	1 hour
Patrolling	Understanding the basic objectives of a patrol Identify the types of a patrol Understanding the considerations of a Patrol Understanding what is expected of an equipment check Understanding of the Golden Rules and reporting procedures	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Phase 3 – Public Order and Incident Management		
Topic	Content	Duration
Public Order Act	The purpose of the Act Interpretation of terms Offences and powers in relation to Commonwealth Premises, Offences and powers in relation to Protected Premises	2 hours
Theft of Commonwealth Property	Understanding the offence Proofs required How to deal with person/s committing/committed offence	1 hour
ICCS Plus / C3	This package will provide recruits with the required knowledge and skills to work under the principles of Command, Control and Co-ordination (C3), and the Incident Command and Control System Plus (ICCS Plus) framework.	2 days
Crime Scenes	What is a Crime Scene and considerations for PSOs on arrival to an incident/scene. Establishing a Crime Scene	1 hour

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	Case Study	
Scene Property Management	What is an exhibit/property What to do with an exhibit/property if a PSO is to come across it in their role How to handle/package exhibits/property as per policies and practices	1 hour

Phase 4 – Mental Health, Explosives, Intelligence and Course Administration		
Topic	**Content**	**Duration**
Protection Liaison	SPDL come and do a presentation to recruits on what their role is and how/when they interact with PSOs	1 hour
Internationally Protected Persons Act	The purpose of the Act The meaning of an IPP What offences can be committed against or toward an IPP (the offences are contained in Section 8 Liability to prosecutions	1 hour
Police Basic Bomb Search	1.5 days of content 1 day of practical searching	2.5 days (currently being reviewed)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Road to Mental Health Readiness (Lifeline)	The Working Mind First Responders (TWMFR) is an education-based program designed to address and promote mental health and reduce the stigma of mental illness in a first-responder setting.	5 hours
Intelligence	Intelligence teams come and present to recruits on their role in the AFP and the importance of information reports from frontline officers assisting in investigations.	1 hour
HRTA	s 47E(d)	2 days
Aviation Legislation	1 day of Aviation legislation and 1 day of syndicate research assignment/presentation	2 days
Course Feedback	Mid Course and End of Course Feedback	Various (self paced self assessment and verbal feedback mid course and end of course)
No Current Phase		

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Topic	Content	Duration
SHIELD presentations	Initial SHIELD presentation on the first week of the program introduces recruits to SHIELD, what is offered (e.g. Physio, TRIP, Clinic, WIRs, Change of Health), Gym/PT expectations, Mental Health (psychologists/welfare).	4 hours
Ceremonial and Protocol Introduction	Introduction to Ceremonial and Protocol Dress and Uniform Standards Introduction to drill	1 hour
RTO Information Session	Enrolment into the Certificate IV in Protective Services	30 mins
Study Skills	AFP Library provides information to recruits on Study Skills, especially useful for those that have no studied for some time.	1.5 hours
Introduction to Legal Research	Legal citations Federal Register of Legislation AustLII Further legal resources on the Library Hub page	1.5 hours

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

CPSU	Union Visit for Recruits (optional registration)	1 hour
AFPA	Union Visit for Recruits (optional registration)	1 hour
Security Awareness	Security Incident Reporting Security Awareness training is an important element of protective security and supports implementation of physical, information, and personnel security policies, practices and procedures. Security Awareness educate all personnel, including contractors, on their security reporting obligations as mandated by the Protective Security Policy Framework (PSPF).	1.5 hours
Manage Access	Access Control and our role as PSOs Conditions of entry Manage Access activity	3 hours
Marketing and Communications	Communicate with recruits on their role in the AFP and engage interest in participating in marketing for PSOs in the AFP.	30 mins
Relocations	Relocations sessions with recruits who are locating – the team also provide	3x 1 hour sessions

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	assistance on using flexipurchase and CTM.	
Fixated Persons Operations (FPO)	FPO come and do a presentation to recruits on what their role is and how/when they interact with PSOs	1 hour
Protection Assessment Team	PAT come and do a presentation to recruits on what their role is and how/when they interact with PSOs	1 hour
PROMIS	Introduction and Security Create a CNE Create a IR Create a ManSig	6 hours total (broken down into smaller sessions)
AFP Decision Making Model	AFP Decision Making Model provides principles for the decision maker and are aligned to the agency's core values and code of conduct. It outlines the expectation that AFP appointees will make, record and justify their decisions and be accountable for them.	1 hour
Mobile Responder	Introduction and set up with NOSSC coordination and capability team	2 hours
DDO (BASQ)	Provides participants with necessary skills aimed to equip with the skills and knowledge necessary to detect deception	3 days

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	and observe behaviours effectively in various contexts.	
PACER	Discusses the role of PACER, different types of mental illnesses and how they can be dealt with	4 hours
Cultural Awareness	Explain cultural awareness Identify the elements of cross-cultural communication Examine specific cultural considerations Apply religious sensitivity	1 hour
Uniform Fittings and Uniform Ordering		2 x 30 min sessions uniform ordering 1 day uniform fittings
Vaccinations		3 sessions various timings
Fingerprinting		1 session (timings vary)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Drill Sessions		6x 1 hour drill sessions prior to graduation
ICT Set Up	Laptop and UOC set up	2 hours
Quintiq Intro	Introduction on how to use Quintiq and submit timesheets	1 hour
Team Building Day	Team building activities with SHIELD and RT instructors.	0.5 - 1 day time dependent
Operational Safety Training / Driver Training		
Topic	**Content**	**Duration**
Driver Training Phase 1	Drive Police Vehicle Program - Phase 1 is a five (5) day program, where participants are assessed against both theoretical and practical components. The Driver Training curriculum has been developed from specific workplace requirements and/or Nationally Accredited training program competencies.	5 days

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

OST	Introduction to OST Belt and Pouch Set Up CO3 Note Taking Batons/OC/Handcuffs Search Techniques Glock skills Glock Handling Indoor/Outdoor Firearms Taser TADS Defensive Tactics Scenarios AAO Public Order Management	OST Total 37 days + POM 3 days

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

AUSTRALIAN FEDERAL POLICE

Learning Package Overview

for

Federal Police Development Program – Regional (FPDP-R)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Commander/Manager	Authorised and owned by: Commander Learning and Career Development
Superintendent/Coordinator	Authorised and owned by: Superintendent Recruit & Regional Training
Work area / team	Work area / team responsible for all aspects of the learning package: Recruit and Reginal Training
Date overview created	19 May 2021
Endorsement expiry date	19 May 2024
Version control	Version 1.0 May 2021 Learning Package Overview File location – (insert file path where learning resources are saved e.g. Teams folder, Spokes, H drive, other)

© This document has been prepared by Australian Federal Police. The document is subject to copyright and all rights are reserved. The possession of, reproduction of any part, transmission in any form by any means, or storage in a retrieval system of any nature, is not permitted without the permission of the Learning Package Owner, Australian Federal Police or an AFP authorised approver.

Table of Contents

1. Purpose of the Learning Package Overview 3
2. Learning package description 3
3. Module / Subject / unit tables 3
4. Assessment table 3
5. Learning outcomes 3
6. Target audience 4
7. Prerequisite / mandatory requirements 4
8. Delivery method and learning duration 4
9. Participant numbers 4
10. Evaluation table 5
11. Continuous improvement process 5
12. Identified learning need 5
13. Consultation 5
14. Related learning packages 6
15. Exit points 6
16. Special conditions 7
17. Award issued and learning history record 8
18. Work health and safety 8
19. Risk management 8
20. Learning Command governance 8

Appendix 1 - Subject / unit table 9
Appendix 2 – Assessment Map 16
Appendix 3 - Evaluation table 17
Appendix 4 - Amendments table 18

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

1. Purpose of the Learning Package Overview

The Learning Package Overview (previously known as the Curriculum Overview) provides a summary of overarching information about the learning package.

2. Learning package description

To provide the requisite training to participants for deployment as sworn police officers.

3. Module / Subject / unit tables

The Module / Subject / unit tables at **Appendix 1** provides an overview of the modules / subjects / units covered in this learning package.

4. Assessment table

The Assessment table at **Appendix 2** provides an overview of the assessment that will be applied to this learning package.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

5. Learning outcomes

Completion of this Federal Police Development Program – Regional (FPDP-R), will enable participants to:

- Apply organisational policy and procedure across a variety of situations while upholding the core values of the AFP;
- Respond to incidents and act appropriately to resolve a situation using appropriate policing powers;
- Interpret legislation to determine offences committed, gather evidence and conduct investigations;
- Apply organisational policy and procedure to ethically process offenders and instigate the judicial process;
- Interpret AFP legislation, governance and guidelines and demonstrate the ability to apply this knowledge throughout the process of making sound judgements;
- Develop specialist skills and knowledge relevant to AFP outcome 1; and
- Demonstrate competence in their role as a sworn Police Officer.

6. Target audience

The identified target audience is:

Successful applicants for a Federal Police Development Program - Regional (FPDP-R).

7. Prerequisite / mandatory requirements

The prerequisite / mandatory requirements required of participants include:

Passing all recruitment gateway requirements as determined by the AFP .

8. Delivery method and learning duration

The following table shows the delivery method and learning duration.

Refer to the Timetable at **Appendix 4** for further information.

Delivery method	Learning duration – FPDP-R	
	Days	Hours
Face to face	100	800
Online	20	40
On the job (Workplace phase)	30	240
Assessment	Refer to training and assessment strategy	
Total	**4**	**32**

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

9. Participant numbers

The following table indicates the minimum and maximum participant numbers and the instructor / participant ratio.

Minimum participant numbers	Maximum participant numbers	Instructor / participant ratio
Delivery: 16 Assessment: 16	Delivery: 16 Assessment: 16	Delivery: 1:30 Assessment: varies depending on type of assessment (1:1 – 1:9)

10. Evaluation table

The Evaluation table at **Appendix 3** provides an overview of the evaluation methods and measures that will be applied to this learning package.

11. Continuous improvement process

The continuous improvement process that will be applied to this learning package will be:

- Evaluation results are recorded, analysed and reported to Superintendent Recruit and Regional Training
- Meeting will occur with Superintendent Recruit and Regional Training to determine what changes are to be actioned.
- 'Request for Change' form will be completed and submitted for authorisation:
  - proposed minor changes will be authorised by the Superintendent Recruit and Regional Training
  - proposed major changes will be authorised by the Commander Learning and Career Development.
- Request for Change form will be submitted to the Learning Advisory Panel (LAP).
- LAP will notify the outcome of the request for change to the person who requested the change.
- Recruit Training will update the learning package (including version control).
- Recruit Training will record the change into their Continuous Improvement Register.
- Revised learning package will be submitted to the LAP for record keeping purposes.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

12. Identified learning need

The identified need for the FPDP-R is to provide the requisite training to participants for deployment as sworn police officers.

13. Consultation

- Learning Command (LC) Learning Standards and Assurance
- LC Operational Safety Practices
- LC Leadership Training
- LC Investigations Standards and Practice
- AFP Operations Committee (OC) Managers
- Organisational Health
- Crime Operations

- Aviation
- Operation Security & Technology
- Physical Security
- Payroll
- Logistics
- Recruiting
- Professional Standards

14. Related learning packages

This program is the foundation level of training for a police officer in the AFP and is derived from the Federal Police Development Program (FPDP). Components of the FPDP-R are taught on the following programs:

- The Protective Service Officer Program (PSOP) – POL41215 Certificate IV in Protective Services
- Regionally based Federal Police Lateral Program (FPLP)
- Regionally based Federal Police Transition Program (FPTP).

15. Exit points

Exit points are stages throughout the learning package where a participant can withdraw participation and still be awarded partial credit towards learning undertaken.

The exit points in this learning package are:

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Exit point	Award
During the program	Depending on the completion of assessments, participants can be awarded a Statement of Attainment at various stages of the program and will be assessed on an individual basis.
Re-entry to the program	A participant, who is removed from the FPDP-R in either the residential, outcome specific or workplace phase, may be eligible for re-entry to the program. This will be assessed on a case by case basis and the re-commencement point will be determined by LC based on factors including, but not limited to: • The training and assessment successfully completed prior to exit point • AFP training governance • Time elapsed since exiting the program

	• Changes to curriculum due to factors including but not limited to o The introduction, amendment or revocation of legislation o FPDP course content o Changes to the Diploma of Policing qualification
End of face to face phase	Statement of Attainment for the following units; • POLAUX015 Drive Police Vehicles • POLGEN013 Demonstrate professional policing practice • POLGEN019 Operate safely within a policing environment • POLGEN034 Deliver road policing services
Completion of Workbook (12 months post attestation)	Participants will be awarded the following units of competence and the qualification POL50118 Diploma of Policing • POLGEN029 Manage persons in care or custody • POLGEN030 Provide a policing response • POLGEN031 Conduct an initial investigation • POLGEN032 Apply legislation and judicial process in policing • POLGEN033 Deliver policing services

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

16. Special conditions

This training program is comprised of multiple phases including classroom and physical training sessions, work placements and operational safety training. These sessions may be delivered across both regional and Canberra locations.

The special conditions that have been identified for the delivery training are:

- o Classrooms with appropriate access to information & communications technology (risk assessed by Physical Security)
- o An AFP-approved firearms range
- o Appropriate soft fall training facility
- o Driver training track and associated facilities
- o Personal protective equipment
- o Appropriate facilities to enable scenario training

- Operational police uniform and accoutrements
- During Phase 6 of training, recruits are required to be sworn in as Special Members with a fixed time limit that encompasses their final work placements.

17. Award issued and learning history record

On successful completion of this learning package, participants will be awarded:

- A Statement of Attainment (as above)
- Sworn in as a member of the Australian Federal Police (Constable) as per section 40B of the Australian Federal Police Act 1979.

On successful completion of the Workbook (workplace training phase of this training), participants will be awarded:

- POL50118 Diploma of Policing (Workbook will be assessed by a qualified assessor in Recruit Training Team)

18. Work health and safety

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on work, health, safety and rehabilitation management arrangements and national legislation pertaining to work health and safety.

s 47E(d)

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

19. Risk management

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on Risk Management.
An AFP Risk Assessment Treatment Plan has been completed and the risk rating has been determined as:

☐ **Low** ☐ Medium ☐ Significant ☐ High ☐ Critical

20. Learning Command governance

The owning work area is responsible for ensuring all learning complies with Learning Command governance.

Learning Command - AFP Hub

Appendix 1 - Subject / unit table

FEDERAL POLICE DEVELOPMENT PROGRAM – REGIONAL (FPDP-R) (Incorporating the Diploma of Policing)

Module 1
Pre- Residential

Subjects

1.1 Recruit Assessment Validation Centre
1.2 Prior Online Learning

Module 2
Organisational Policy, Culture & Ethics

Subjects

2.1Induction
2.2 Ceremonial
2.3 Information Management and Systems (PROMIS)
2.4 Work Level Standards & Values
2.5 Professional Standards
2.6 Leadership and Teamwork
2.7 Media
2.8 Peels Principles

Module 3
Police Practice & Procedures

Subjects

3.1 Legal Research
3.2Evidence, Powers & Offences 1
3.3 Evidence, Powers & Offences 2
3.4 Evidence, Powers & Offences 3
3.5 Evidence, Powers & Offences 4
3.6 Organisational Capability
3.9 Exhibit & Property Handling

Module 4
Initial Investigations

Subjects

4.1 Forensics
4.2 Investigation Doctrine & Management
4.3 Command, Control & Coordination
4.4 Investigative Interviewing
4.5 Affidavits & Warrants
4.6 Intelligence

Module 5
Judicial Process

Subjects

5.1 Processing Offenders
5.2 Human Rights

Module 6
Health & Operational Safety

Subjects

6.1 Operational Safety & Governance
6.2 Subject Control
6.3 Searching
6.4 Officer Survival
6.5 Training Concepts & Methodologies
6.6 Glock 9mm Semi-automatic Pistol
6.7 Community Mental Health
6.8 Personal Health
6.9 Driver Training Phase 1
6.10 Driver Training Phase 2
6.11 IARD
6.12 TASER

Module 7
Workplace Training Phase

Subjects

7.1 Community Environment
7.2 Responding to Incidents
7.3 Planning the Investigation
7.4 Conducting the Investigation
7.5 Bringing the Investigation to Resolution
7.6 Preparing for the Prosecution
7.7 Finalising the Case
7.8 Enabling Skills and Behaviours
Attachment : FPDP Workbook Guide

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT

Subject 1.1

Pre Residential

Lessons

1.1.1 Recruit Assessment Validation Centre
1.1.2 Prior Online Learning

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 2 ORGANISATIONAL POLICY, CULTURE & ETHICS

Subject 2.1
Program Administration & Management

Lessons

2.1.1 AFP Staff Induction
2.1.2 Registered Training Organisation compliance
2.1.3 Study skills
2.1.4 Program evaluation & feedback
2.1.5 Duty Student Expectations & Agreement

Subject 2.2
Ceremonial

Lessons

2.2.1 AFP ceremonial & protocol
2.2.2 Attention/Stand at Ease
2.2.3 Static Turns
2.2.4 Right Dress
2.2.5 Fall Out
2.2.6 Marching
2.2.7 Saluting
2.2.8 Drill Consolidation

Subject 2.3
Information Management and Systems

Lessons

2.3.1 Police Real-time Online Management Information System (PROMIS)
2.3.2 Radio Communications

Subject 2.4
Work Level Standards & Values

Lessons

2.4.1 Performance Development Agreement
2.4.2 Achieves results
2.4.3 Supports a corporate perspective
2.4.4 Shows personal drive & integrity
2.4.5 Cultivates productive working relationships
2.4.6 Communicates with influence

Subject 2.5
Professional Standards

Lessons

2.5.1 Safe Place
2.5.2 Integrity
2.5.3 Respectful workplaces
2.5.4 Panel
2.5.5 Integrity workshop
2.5.6 DVD case study
2.5.7 Categories of a Complaint

Subject 2.6
Leadership & Teamwork

Lessons

2.6.1 The AFP Leadership Philosophy
2.6.2 Leaderships Styles
2.6.3 Operating within a team
2.6.4 Decision Making

Subject 2.7
Media

Lessons

2.7.1 Media situational awareness

Subject 2.8
Peels Principles

Lessons

2.8. Peels Principles Presentation

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 3 POLICE PRACTICE & PROCEDURES

Subject 3.1
Legal Research

Lessons

3.1.1 Introduction to legal research

Subject 3.2
Evidence, Powers & Offences 1

Lessons

3.2.1 Criminal law in Australia
3.2.2 Evidence Law
3.2.3 Jurisdiction
3.2.4 Criminal responsibility
3.2.5 Criminal charges
3.2.6 Proving an offence
3.2.7 Court proceedings
3.2.8 Relevance and Admissibility
3.2.9 Defences
3.2.10 Categories of offences
3.2.11 Burden & Standard of Proof
3.2.12 Common & Specific Proofs
3.2.13 Suspicion vs Belief
3.2.14 Notebooks & Minutes
3.2.15 Court Procedures
3.2.16 Rules for Witnesses

Subject 3.3
Evidence, Powers & Offences 2

Lessons

3.3.1 Statement of Facts
3.3.2 Noise abatement
3.3.3 Arrest & Caution
3.3.4 Search (Arrested Person)
3.3.5 Street offences
3.3.6 Liquor offences

Subject 3.4
Evidence, Powers & Offences 3

Lessons

3.4.1 Drugs
3.4.2 Hearsay
3.4.3 Fairness
3.4.4 Property damage
3.4.5 Theft related offences
3.4.6 Burglary & related offences
3.4.7 SSD Search & Strip

Subject 3.5
Evidence, Powers & Offences 4

Lessons

3.5.1 Opinion/Evidence
3.5.2 Robbery
3.5.3 Entry powers
3.5.4 Using, sharing & returning
3.5.5 Assault and related offences
3.5.6 Identification / Recognition procedures & evidence
3.5.7 Identification material
3.5.8 Extension of criminal responsibility
3.5.9 Witness Statements/ Police Statements
3.5.10 Bail Act Arrest Warrants Subpoenas
3.5.11 Police Powers and Part 1C
3.5.12 Briefs of Evidence
3.5.13 Disclosure
3.5.14 Aviation

Subject 3.6
Exhibit & Property Management

Lessons

3.6.1 Property Basics

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 4 INITIAL INVESTIGATIONS

Subject 4.1
Forensics

Lessons

4.1.1 Crime scenes
4.1.2 Digital forensics
4.1.3 Buccal swabs
4.1.4 Fingerprints
4.1.5 Forensics Procedures

Subject 4.2
Investigation Doctrine & Management

Lessons

4.2.1 Investigations doctrine
4.2.2 Investigations planning
4.2.3 Tactical planning assessment
4.2.4 Search warrants
4.2.5 Controlled operations
4.2.6 Telephone intercepts / Special Projects
4.2.7 Lines of Inquiry

Subject 4.3
Investigative Interviewing

Lessons

4.3.1 Introduction to Investigation Training
4.3.2 Memory – Inner Editor
4.3.3 Questioning Style
4.3.4 Cognitive Interviewing
4.3.5 Conversation Management

Subject 4.4
Affidavits & Warrants

Lessons

4.4.1 Search warrants, types, s194 Affidavit/Warrant/Section 3E Affidavit
4.4.2 Standard Tactical Plans & Risk Analysis, search warrant methodology
4.4.3 Search warrant application before Magistrate
4.4.4 Search Warrant Execution
4.4.5 Operational resolution

Subject 4.5
Intelligence

Lessons

4.5.1 Information Reports
4.5.2 Introduction to Intelligence
4.5.3 Intelligence doctrine
4.5.4 Information collection
4.5.5 Criminal targeting
4.5.6 Lines of inquiry (external)
4.5.7 Introduction to analysis

Subject 4.6
Command, Control and Coordination

Lessons

4.6.1 Introduction to Command, Control, Coordination
4.6.2 Situational Awareness and Decision Making
4.6.3 Commanders Intent
4.6.4 Briefings/Sitreps
4.6.5 Response Aide Memoire

Subject 4.7
Incident Command and Control System Plus

Lessons

4.7.1 Overview of ICCS Plus and Walkthrough
4.7.2 ICCS Plus Exercise

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Subject 5.1
Processing Offenders

Lessons

5.1.1 Evidence in court
5.1.2 Coronials & death in custody
5.1.3 Post Mortem

Subject 5.2
Human Rights

Lessons

5.5.1 Human rights
5.5.2 Cultural Awareness

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 6 HEALTH & OPERATIONAL SAFETY

Subject 6.1
Operational Safety & Governance

Lessons

6.1.1 Operational safety principles and Use of Force (UoF) governance & UoF reporting
6.1.2 Operational equipment assembly and adjustment
6.1.3 Initial officer response

Subject 6.2
Subject Control

Lessons

6.2.1 Tactical communication body language and negotiation
6.2.2 Stance, positioning & footwork
6.2.3 Pressure point control techniques
6.2.4 Strike techniques
6.2.5 Batons
6.2.6 Chemical agents
6.2.7 Escort holds
6.2.8 Takedown techniques & control methods
6.2.9 Handcuffing
6.2.10 Ground control
6.2.11 Positional restraint asphyxia

Subject 6.3
Searching

Lessons

6.3.1 Improvised & concealed weapon awareness
6.3.2 Search person
6.3.3 Search vehicle
6.3.4 Search premises

Subject 6.4
Officer Survival

Lessons

6.4.1 Defence against a strike
6.4.2 Defence against grabs & body holds
6.4.3 Ground defence
6.4.4 Edged & blunt weapon awareness & response
6.4.5 Firearm retention
6.4.6 Firearm disarm

Subject 6.5
Training Concepts & Methodologies

Lessons

6.5.1 Stimulus response
6.5.2 Transitions
6.5.3 Scenarios
6.5.4 Simunition

Subject 6.6
Glock 9mm semi-automatic pistol

Lessons

6.6.1 Introduction & Terminology
6.6.2 AFP Guidelines & Policy
6.6.3 Characteristics & Description
6.6.4 Ammunition & Function of a cartridge
6.6.5 Safety Considerations
6.6.6 Draw & Recover
6.6.7 Sequence of Firing
6.6.8 Loading & Unloading
6.6.9 Immediate Action & Stoppage
6.6.10 Disassemble, Cleaning & Assemble
6.6.11 Mechanical & Operational Checks
6.6.12 Reduced Light Shooting
6.6.13 Multiple Shots
6.6.14 Single Handed Shooting
6.6.15 Cover Awareness
6.6.16 Alternate Shooting Positions
6.6.17 Front Sight Shooting

Subject 6.7
Community Mental Health

Lessons

6.7.1 Enhanced Mental Health Training

Subject 6.8
Personal Health

Lessons

6.8.1 Health & Stress Management
6.8.2 Physical training/nutrition/PCA
6.8.3 Stress inoculation
6.8.4 PTSD/Stress Awareness

Subject 6.9
Driver Training Phase 1

Subject 6.10
Driver Training Phase 2

Subject 6.11
Immediate Action Rapid Deployment (IARD)

Subject 6.12
TASER x2, x26

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2 – Assessment Map

FEDERAL POLICE DEVELOPMENT PROGRAM – REGIONAL (FPDP-R) (Incorporating the Diploma of Policing)

Module 2
Organisational Policy, Culture & Ethics

Assessments

FPDP

- **FPDPASS15** – Mid-course personal development self-assessment
- **FPDPASS16** - End-course personal development self-assessment
- **FPDPASS19** - AFP Values and integrity research assignment
- **FPDPASS20** - End of Course Feedback

iAspire

- Work Health and Safety Exam
- AFP Security Awareness Exam
- Introduction to Professional Standards exam
- Australian Privacy Principles exam
- Human Rights exam
- Workplace Bullying exam
- Professional Development Agreement
- Armed Intruder Emergency Procedures exam
- Intro to Public Governance, Performance and Accountability Act
- Information Management Level 1
- Official Online Activites

Module 3
Police Practice & Procedures

Assessments

FPDP

- FPDPASS01 – Major Scenario
- FPDPASS02 – EPO 1 exam
- FPDPASS03 – EPO 2 scenario
- FPDPASS04 – EPO 2 exam
- FPDPASS05 – EPO 3 exam
- FPDPASS09 – EPO 4 exam
- FPDPASS10 – Police statement
- FPDPASS11 – Witness statement
- FPDPASS12 – Statement of facts
- FPDPASS13 – Major exam
- FPDPASS14- EPO Scenario 4
- FPDPASS17 – AFP Duty student minute
- FPDPASS18 – AFP Road to the AFP minute
- FPDPASS22- Brief Submission
- FPDPASS23 – Case law presentation
- FPDPASS24 – Court attendance minute

Module 4
Initial Investigations

Assessments

FPDP

- FPDPASS06A- Affidavit and Search Warrant
- FPDPASS6B- Affidavit and Search Warrant
- FPDPASS07- Cognitive Interview (Witness)
- FPDPASS08- Conversation Management (Suspect)
- FPDPASS21- Standard Tactical Plan

iAspire

- Human Source Awareness exam
- Introduction to AFP Intelligence exam
- Proceeds of Crime exam
- Controlled Operations exam
- Fraud Control and Anti-corruption Awareness
- Crime Scene Powers

Module 6
Health & Operational Safety

Assessments

FPDP

- OSTASS02- Defensive Tactics
- OSTASS03- Stimulus Response
- OSTASS04- OC Spray
- OSTASS05- Extended Baton
- OSTASS06- Handcuffing
- OSTASS07- Glock Handling
- OSTASS08- Glock Marksmanship
- OSTASS09- Holistic Scenario
- DVPASS01- AFP Vehicle Inspection
- DVPASS02- AFP Vehicle Operational Activites
- DVPASS03- Routine Response Drive
- DVPASS04- Drving Fundamentals
- DVPASS05- Drive Policing Vehicles Knowledge exam 1
- DVPASS06- Drive Police Vehicles (unsealed/dirt road))
- DVPASS07-Night Driving and navigation
- DVPASS08- Police Patrol Drive
- DVPAS09- Drive Policing Vehicles Knowledge exam
- DVPASS10-Control Traffic and initial investigation of a crash incident
- DVPASS11-Urgent Duty Driving
- PCAASS01-Physical Competency Assessment (PCA)

iAspire

- OSTASS01- Operational Safety exam
- ACT Driver Training General Road law Knowledge

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 3 - Evaluation table

Federal Police Development Program – Regional (FPDP-R)

All subjects / units

Evaluation

- Weekly feedback forms
- End of training phase evaluations
- Focus groups at key course milestones
- Post course survey

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 4 - Amendments table

The following table is to be completed by the owning work area to record details of authorised amendments to the Learning Package Overview for version control purposes.

Authorised amendments must be progressed consistent with the Continuous improvement section of this document.

The Learning Advisory Panel **must** be contacted prior to making any changes to endorsed learning packages.

Version	Date amended	Authorised by (**refer above**)	Amendment details

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

AUSTRALIAN FEDERAL POLICE

Learning and Development

Australian Federal Police College

RTO Accredited Program

Overview

for

Federal Police Development Program and Federal Police Transition Program

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Program Owner (Coordinator):	Coordinator Recruit & Regional Training
Work Area / Team Responsible for Management of Program:	Recruit & Regional Training
Template Version	Version 1.0 February 2014

Program Description	This program aims to provide new and existing members with the required foundation skills and knowledge to perform the role of a police constable in the Australian Federal Police.

The Program Map provides a module and subject overview.

Further detailed information is provided in the attachments accompanying this document:

- Subject Guides
- Training and Assessment Strategy
- Mapping Matrices

Program Outcomes & Graduate Attributes

Through completing the Federal Police Development Program (FPDP) or Federal Police Transition Program (FPTP) participants will be able to:

- Apply organisational policy and procedure across a variety of situations in a culturally sensitive manner to uphold the values of the AFP
- Respond to incidents and act appropriately to resolve the situation using the appropriate policing powers
- Interpret legislation to determine what offences have occurred, gather evidence and conduct investigations
- Apply organisational policy and procedure to ethically process offenders and instigate the judicial process
- Interpret AFP legislation, governance and guidelines and demonstrate the ability to apply this knowledge in order to make sound judgements in use of force applications
- Develop specialist skills and knowledge relevant to AFP outcome 1 or 2
- Demonstrate organisational and operational competence in the workplace

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Target Audience

The identified target audience for the Federal Police Development Program is:

- Police recruits

The identified target audience for the Federal Police Transition Program (FPTP) is:

- Police recruits currently serving as Protective Service Officers (PSO's)

Prerequisite / Mandatory Requirements

The Prerequisite / Mandatory requirements required of participants for the FPDP/FPTP are:

- Participants must pass all recruitment gateway requirements as determined by the AFP

In addition FPTP participants must:

- Be a sworn PSO under the AFP Act 1979
- Possess current Public Order Management Operator Program (POMOP) certification, not expiring during the residential phase of the program

- Have successfully passed Driving Training Phase 1
- Have current Operational Safety Certification, not expiring during the residential phase of the program

	Program Duration	
	FPDP	**FPTP**
Residential & Outcome specific Phases:	One semester (Max. 26 weeks)	One semester (Max. 18 weeks)
Workplace Training Phase:	12 Months (from Attestation)	12 Months (from Attestation)
Total:	18 Months	16 Months

Further detailed information is provided in the Program Timetable accompanying this document.

	Minimum Participant Numbers	**Maximum Participant Numbers**	**Instructor/Student Ratio**
Participant Numbers / Instructor Ratio:	Delivery:20 Assessment: 20	Delivery: 27 Assessment:27	Delivery: 1:27 Assessment: 1:8

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Identified Need
The identified need for the FPDP/FPTP is to:

- Develop and select adaptable foundation-level sworn police officers
- Recruit Training provides the final recommendation to the Commissioner for the selection of sworn police under Section 40C of the *Australian Federal Police Act 1979* (Cth)

Consultation

- L&D Education & Training Support
- L&D Audit, Compliance & Evaluation Team
- L&D Operational Safety & Protection faculty
- L&D Leadership and Corporate Support faculty
- AFP Operations Committee (OC) Managers
- Health & Wellbeing team
- ACT Policing
- Crime Operations
- Aviation

Relationship with other programs
The relationship of this FPDP/FPTP with other programs is:

This program is the foundation level of training for a police officer in the AFP. With the acknowledgement of prior service, training and experience, the following programs are derived from this program:

- The Federal Police Lateral Program (FPLP)

Components of the FPDP/FPTP are also extracted to form the basis of the following programs:

- The Protective Service Officer Program (PSOP)

The FPDP/FPTP has the following training Programs, Courses and Information Sessions embedded into it:

FPDP only:

- AFP Staff Induction (Information Session)
- Professional Standards (PRS) induction
- Operational Safety Certification Program
- Driver Training Phase 1 (PUAVEH001B- *Drive Vehicle Under Operational Conditions* - delivered, assessed and awarded by external agency)
- Public Order Management Operator Program (POMOP)

Both FPDP and FPTP

- Command and Control Course (C3)
- Driver Training Phase 2
- Investigative Interviewing Program
- Outcome 1 Local Procedures Course
- Outcome 2 Local Procedures Course
  - Dragar
  - Stop sticks
  - Laser
  - Traffic direction

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Exit points
The exit points and associated achievements of this program are:

Exit point	Achievement
During the program	Depending on the completion of assessments, participants can be awarded a Statement of Attainment at various stages of the program and will be assessed on an individual basis
Re-entry to the program	A participant, who is removed from the FPTP or FPDP in either the residential, outcome specific or workplace phase, may be eligible for re-entry to the program. This will be assessed case by case on an individual basis and the re-commencement point will be determined by L&D based on factors including, but not limited to: • Training and assessment successfully completed prior to exit point • Duration post exit point • Changes to curriculum due to factors including but not limited to o change to legislation o subjects or o Units of Competence • May be required to complete recruitment gateways in place at time of re-entry • Assessments may be used to assist in determining recruits level of skill and knowledge
End of Residential phase (One semester)	Participants will be awarded the following units of competence; PUAPOLGD001A Maintain police operational safety PUAPOLGD003A Undertake initial police investigation PUAPOLGD005A Use and maintain police operational equipment PUAPOLGD010A Perform police administrative duties PUAPOLGD011A Manage personal and ethical performance PUAPOLGD012A Address customer needs PUAPOLGD014A Drive police vehicles PUATEA001B Work in a team PUAVEH001B Drive vehicle under operational conditions (awarded by external provider)
Completion of Workbook (12 months post attestation)	Participants will be awarded the following units of competence and the qualification of the Diploma of Public Safety(policing) PUAPOLGD004A Gather, collate and record police information PUACOM005B Foster a positive organisational image in the Community PUAPOLGD006A Facilitate effective communication in the

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	policing environment PUAPOLGD009A Manage involvement in the judicial process PUAPOLGD007A Manage persons in care or custody PUAPOLGD002A Apply policing methods

Special Conditions
The Special Conditions that have been identified / are required for the delivery of this program, (including resources) are:

- Appropriate Operational Safety equipment and facilities including:
  - Firearms range
  - Appropriate soft fall training facility
  - Driver training track
  - Personal protective equipment
- Police recruit uniform

Award
Through successfully completing this program, participants will be awarded:

- The Diploma of Public Safety (Policing)
- AFP Certificate of Completion

Work Health and Safety	All training must comply with AFP National Guideline to AFP Work Health and Safety management arrangements and National legislation pertaining to Work Health and Safety. s 47E(d)
Risk Management	Risk management will be undertaken in accordance with the AFP National Guideline on Risk Management. s 47E(d) A program risk management plan is to be provided with the endorsed curriculum.
Delivery and Assessment Standards	Trainers delivering and assessing on this program need: • The Certificate IV in Training and Education (TAE40110) or equivalent (or have entered into a training under supervision arrangement) • The relevant vocational Units of Competence • To complete an orientation session for this curriculum offered by the responsible training faculty team.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Training Governance	This training is governed by the following: AFP National Guidelines • The AFP Commissioner's Order on Operational Safety (CO3) • AFP National Guideline on persons in custody and police custodial facilities • AFP National Guideline on Risk Management • National Guideline on AFP health and safety management arrangements • AFP National Guideline on uniform and standards of dress • AFP Practical Guide on the use of oleoresin capsicum (ACT Policing) • AFP National Guideline on ballistic protection Human Resources Policy • RTO Accredited Training • Assessment policy • Assessment appeals policy • Code of practice • Ethical marketing policy • Issue of national qualifications policy • Recognition of prior learning policy • Retention of learner records policy • Revocations policy • Trainer and assessor requirements • Training under supervision • Transition and teach out policy Regulatory Requirements • *National Vocational Education and Training Regulator Act 2011* Licensing Requirements. • Only registered training organisations (RTOs) can issue Australian Qualification Framework (AQF) qualifications and statements of attainment in the vocational education and training (VET) sector. The AFP College is a Registered Training Organisation and complies with the requirements of ASQA and the *National Vocational Education and Training Regulator Act 2011*

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

FEDERAL POLICE DEVELOPMENT & TRANSITION PROGRAMS (Incorporating the Diploma of Public Safety (Policing))

*Note: * = Federal Police Development Program Only*

June 2014

Module 1
Organisational Policy, Culture & Ethics

Police Culture & Ethics Team

Subjects

1.1 Governance & Systems *
1.2 Ceremonial
1.3 Program Administration & Management
1.4 Information Management
1.5 Information Systems
1.6 Exhibit & Property Handling
1.7 Communication
1.8 Work Level Standards & Values
1.9 Leadership & Teamwork
1.10 Professional Standards
1.11 Human Rights
1.12 Media

Module 2
Police Practice & Procedures

Policing Practice Team

Subjects

2.1 Legislative Process
2.2 Evidence, Powers & Offences 1
2.3 Evidence, Powers & Offences 2
2.4 Evidence, Powers & Offences 3
2.5 Technology Enabled Crime
2.6 Organisational Capability (Police Practice)
2.7 Traffic

Module 3
Initial Investigations

Foundation Investigations Team

Subjects

3.1 Forensics
3.2 Investigation Doctrine & Management
3.3 Command, Control & Coordination
3.4 Investigative Interviewing
3.5 Affidavits & Warrants
3.6 Intelligence
3.7 Organisational Capability (Investigations)

Module 4
Judicial Process

Police Culture & Ethics Team

Subjects

4.1 Processing Offenders
4.2 Briefs of Evidence

Module 5
Health & Operational Safety

Police Culture & Ethics Team

Subjects

5.1 Operational Safety & Governance *
5.2 Subject Control *
5.3 Searching *
5.4 Officer Survival *
5.5 Training Concepts & Methodologies *
5.6 Glock 9mm Semi-automatic Pistol *
5.7 Community Mental Health
5.8 Personal Health
5.9 Driver Training Part 1 *
5.10 Driver Training Part 2
5.11 Public Order Management Operators Program*

Module 6
Outcome 1 Local Procedures

Foundation Investigations Team

Subjects

6.1 Regional Police Practice
6.2 Judicial Process

Module 7
Outcome 2 Local Procedures

Police Culture & Ethics Team

Subjects

7.1 Crime Prevention
7.2 Brief Management
7.3 ACT Police Practice
7.4 Station/Office Procedures
7.5 Functional Overview
7.6 Judicial Process

Module 8
Workplace Training Phase

Subjects

L&D QLD

8.1 Community Environment
8.2 Responding to Incidents

L&D NSW

8.3 Planning the Investigation
8.4 Conducting the Investigation

L&D VIC

8.5 Bringing the Investigation to Resolution
8.6 Preparing for the Prosecution

L&D WA

8.7 Finalising the Case
8.8 Enabling Skills and Behaviours

THE DOCUMENT IS RELEASED BY THE AFP UNDER THE FREEDOM OF INFORMATION ACT

FEDERAL POLICE DEVELOPMENT & TRANSITION PROGRAMS (Incorporating the Diploma of Public Safety (Policing))- Assessment Map

*Note: * = Federal Police Development Program Only*

June 2014

Module 1
Organisational Policy, Culture & Ethics

Police Culture & Ethics Team

Assessments

Formative
Human Rights quiz
PRS Debate
Team work & leadership
Property and exhibits(iAspire)
AFP Nationwide Police Reference System(iAspire)
Phonetic alphabet(iAspire)

Summative
WHS course and assessment
Security awareness (iAspire)
PROMIS exam (iAspire)
PRS induction (iAspire)

Module 2
Police Practice & Procedures

Policing Practice Team

Assessments

Formative
EPO 1 exam
EPO 1 scenario day
EPO 2 exam
EPO 2 Scenario
DIAC and the police working together (iAspire)
Introduction to investigations(iAspire)

Summative
EPO 1 scenario day
EPO 1 Exam
Technology enabled crime (iAspire)
EPO 2 Exam
EPO 2 Scenario
EPO 3 Exam
EPO Major Exam
Major exercise

PCET

Module 3
Initial Investigations

Foundation Investigations Team

Assessments

Formative
Buccal swabs
Investigative interviewing
Search warrant scenario
Cognitive interview
Conversation management

Summative
Affidavit and Search Warrants
Statement and Interviews
Cognitive interview
Conversation management
C3

Module 4
Judicial Process

Police Culture & Ethics Team

Assessments

Formative
Police statements
Witness statements
Statements of Fact
PROMIS

Summative
Death penalty (iAspire)
Police statements
Witness statements
Statements of Fact

Module 5
Health & Operational Safety

Police Culture & Ethics Team

Assessments

Formative
Champions of the Gym

Summative
Driver Training part 1 *
OST 3- Firearms *
OST 4- Baton *
OST 5- Chemical agents *
OST 7- Handcuffing *
OST practice and assessment (iAspire) *
Driver training part 2
OST 13- Stimulus response *
OST 14- Scenarios *
OST 15- Re-assessments
OST 16- Public Order Management (POMOP) *

Module 6
Outcome 1 Local Procedures

Foundation Investigations Team

Assessments

Formative
Nil

Summative
Nil

Module 7
Outcome 2 Local Procedures

Police Culture & Ethics Team

Assessments

Formative
Criminal infringement notice (iAspire)
Court attendance notice (iAspire)
Autocite

Summative
Working at the watch house(iAspire)
Victims of crime(iAspire)
Dragar operators
Laser
Tyre deflation
Traffic direction

Module 8
Workplace

Assessments

Formative
Nil

Summative
Workbook

THE DOCUMENT RELEASED BY THE UNDER FEDERAL FREEDOM

MODULE 1 ORGANISATIONAL POLICY, CULTURE & ETHICS (Federal Police Development & Transition Programs)

Police Culture & Ethics Team ©

*Note: * = Federal Police Development Program Only*

June 2014

Subject 1.1
Governance & Systems

Lessons

1.1.1 Spendvision *
1.1.2 Insight/pay/corporate card/ travel *
1.1.3 Introduction to professional standards *
1.1.4 Customer service *
1.1.5 Library induction
1.1.6 History of the AFP *
1.1.7 The AFP hub *
1.1.8 AFP association (AFPA)
1.1.9 Governance Framework instrument/ risk management
1.1.10 Wellbeing services *
1.1.11 Records management *
1.1.12 Recognition & ceremonial *
1.1.13 Chequered ribbon association *
1.1.14 Confidant network *
1.1.15 Gay Lesbian Liaison Officers *
1.1.16 Security *

Subject 1.2
Ceremonial

Lessons

1.2.1 AFP ceremonial & protocol
1.2.2 Introduction to Drill
1.2.3 Attention/Stand at Ease
1.2.4 Static Turns
1.2.5 Open and Closed Order
1.2.6 Right Dress
1.2.7 Fall Out
1.2.8 Marching
1.2.9 Saluting
1.2.10 Drill Consolidation

Subject 1.3
Program Administration & Management

Lessons

1.3.1 Registered Training Organisation compliance
1.3.2 Study skills
1.3.3 Program evaluation & feedback

Subject 1.4
Information management

Lessons

1.4.1 Notebooks & minutes
1.4.2 Radio communications *

Subject 1.5
Information Systems

Lessons

1.5.1 Introduction to Police Real-time On-line Management Information System
1.5.2 Navigating, amending, deleting & searching
1.5.3 Adding information
1.5.4 Managing case log
1.5.5 Create & interpret Information Reports
1.5.6 Create & finalise cases (Aviation)
1.5.7 Create & finalise cases (National)
1.5.8 Create & finalise cases (ACT)

Subject 1.6
Exhibit & Property Handling

Lessons

1.6.1 Property basics

Subject 1.7
Communication

Lessons

1.7.1 Communication *

Subject 1.8
Work Level Standards & Values

Lessons

1.8.1 Performance Development Agreement *
1.8.2 Achieves results *
1.8.3 Supports a corporate perspective *
1.8.4 Shows personal drive & integrity *
1.8.5 Cultivates productive working relationships *
1.8.6 Communicates with influence *
1.8.7 Technical knowledge *
1.8.8 Technical skills *

Subject 1.9
Leadership & Teamwork

Lessons

1.9.1 The Philosophy statement
1.9.2 Aiding a leader
1.9.3 Operating within a team
1.9.4 Team work

Subject 1.10
Professional Standards

Lessons

1.10.1 Ethical decision making
1.10.2 Integrity
1.10.3 Respectful workplaces
1.10.4 Debate
1.10.5 Integrity workshop
1.10.6 DVD case study

Subject 1.11
Human Rights

Lessons

1.11.1 Human rights
1.11.2 Cultural awareness

Subject 1.12
Media

Lessons

1.12.1 Media situational awareness

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 2 POLICE PRACTICE & PROCEDURES (Federal Police Development & Transition Programs)

Policing Practice Team

*Note: * = Federal Police Development Program Only*

June 2014

Subject 2.1
Legislative Process

Lessons

2.1.1 Searching for Legislation

Subject 2.2
Evidence, Powers & Offences 1

Lessons

2.2.1 Criminal law in Australia
2.2.2 Investigator's and evidence law
2.2.3 Jurisdiction
2.2.4 Criminal responsibility
2.2.5 Criminal charges
2.2.6 Proving an offence
2.2.7 Court proceedings
2.2.8 Relevance
2.2.9 Admissibility
2.2.10 Defences
2.2.11 Hearsay
2.2.12 Noise abatement
2.2.13 Arrest
2.2.14 Street/minor aviation offences
2.2.15 Liquor offences
2.2.16 Theft
2.2.17 Categories of offences

Subject 2.3
Evidence, Powers & Offences 2

Lessons

2.3.1 Rules for witnesses
2.3.2 Opinion
2.3.3 Fairness
2.3.4 Property damage
2.3.5 Theft related offences
2.3.6 Burglary
2.3.7 Robbery
2.3.8 Search & seizure
2.3.9 Entry powers
2.3.10 Using, sharing & returning things
2.3.11 Assault/aviation specific
2.3.12 Offences and the criminal code

Subject 2.4
Evidence, Powers & Offences 3

Lessons

2.4.1 Drugs
2.4.2 Identification/Recognition procedures & evidence
2.4.3 Identification material
2.4.4 Extension of criminal responsibility
2.4.5 Fraud and related offences
2.4.6 Department of Immigration & Citizenry Turnarounds
2.4.7 Family Law & Watch Lists
2.4.8 Aviation legislation framework
2.4.9 Aviation transport security Act
2.4.10 Civil Aviation Act

Subject 2.5
Technology Enabled Crime

Lessons

2.5.1 Types of electronic crime
2.5.2 E-crime reporting procedures
2.5.3 Components of the initial investigation process
2.5.4 Application of the investigation process

Subject 2.6
Organisational Capability

Lessons

2.6.1 Family law
2.6.2 Human trafficking
2.6.3 People smuggling
2.6.4 Counter terrorism
2.6.5 Child protection operations & sexual offences
2.6.6 Drug importation
2.6.7 Internal Courier
2.6.8 Body Packer
2.6.9 Passport Offences
2.6.10 Criminal Justice Visas
2.6.11 Active Listening and Negotiators
2.6.12 Tactical Response
2.6.13 Bomb Response

Subject 2.7
Traffic

Lessons

2.7.1 Autocite
2.7.2 Traffic direction
2.7.3 Crash investigation
2.7.4 Traffic law

THE DOCUMENT IS RELEASED UNDER THE AUSTRALIAN FEDERAL FREEDOM OF INFORMATION ACT 1982

*Note: * = Federal Police Development Program Only*

June 2014

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 3 INITIAL INVESTIGATIONS (Federal Police Development & Transition Programs)

Foundation Investigations Team

*Note: * = Federal Police Development Program Only*

June 2014

Subject 3.1
Forensics

Lessons

3.1.1 Crime scenes
3.1.2 Digital forensics
3.1.3 Buccal swabs
3.1.4 Fingerprints
3.1.5 Part 1 D - Photoboards/ID parades

Subject 3.2
Investigation Doctrine & Management

Lessons

3.2.1 Investigations doctrine
3.2.2 Investigations planning
3.2.3 Standard tactical planning/risk assessment
3.2.4 Search warrants
3.2.5 Controlled operations
3.2.6 Telephone intercepts
3.2.7 Investigation planning tool

Subject 3.3
Command, Control & Co-ordination

Lessons

3.3.1 Introduction to Command, Control & Co-ordination
3.3.2 Commanders intent
3.3.3 Situational awareness & response Aide Memoir
3.3.4 Situational report/briefing
3.3.5 Command Control & Co-ordination Practical Capabilities

Subject 3.4
Investigative Interviewing

Lessons

3.4.1 Interviewing suspects
3.4.2 Interviewing witnesses
3.4.3 Part 1C
3.4.4 Witness statement
3.4.5 Conversation management

Subject 3.5
Affidavits & Warrants

Lessons

3.5.1 Search warrants, types, s194 Affidavit/Warrant/Section 3E Affidavit
3.5.2 Standard Tactical Plans & Risk Analysis, search warrant methodology
3.5.3 Search warrant application before Magistrate
3.5.4 Lines of inquiry
3.5.5 Operational resolution

Subject 3.6
Intelligence

Lessons

3.6.1 Information Reports
3.6.2 Introduction to Intelligence
3.6.3 Intelligence doctrine
3.6.4 Information collection
3.6.5 Criminal targeting
3.6.6 Lines of inquiry
3.6.7 Introduction to analysis

Subject 3.7
Organisational Capability (Investigations)

Lessons

3.7.1 Financial Information
3.7.2 Identity crime
3.7.3 Special Projects
3.7.4 International network/Liaison Officers
3.7.5 Surveillance
3.7.6 Protective Intel
3.7.7 PTT
3.7.8 Human Source
3.7.9 Axiom

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

*Note: * = Federal Police Development Program Only*

June 2014

Subject 4.1
Processing Offenders

Lessons

4.1.1 Court procedures
4.1.2 Mock court
4.1.3 Evidence in court
4.1.4 Bail act & bail opposition
4.1.5 Coronials & death in custody
4.1.6 Coronials
4.1.7 Post Mortem

Subject 4.2
Briefs of Evidence

Lessons

4.2.1 Statement of facts
4.2.2 Arrest Warrants & Subpoenas
4.2.3 Police statements
4.2.4 Witness statements

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 5 HEALTH & OPERATIONAL SAFETY (Federal Police Development & Transition Programs)

Police Culture & Ethics Team

*Note: * = Federal Police Development Program Only*

June 2014

Subject 5.1
*Operational Safety & Governance**

Lessons

5.1.1 Operational safety principles and Use of Force (UoF) governance & UoF reporting *
5.1.2 Operational equipment assembly and adjustment *
5.1.3 Initial officer response *

Subject 5.2
*Subject control**

Lessons

5.2.1 Tactical communication body language and negotiation *
5.2.2 Stance, positioning & footwork *
5.2.3 Pressure point control techniques *
5.2.4 Strike techniques *
5.2.5 Batons *
5.2.6 Chemical agents *
5.2.7 Escort holds *
5.2.8 Takedown techniques & control methods *
5.2.9 Handcuffing *
5.2.10 Ground control *
5.2.11 Positional restraint asphyxia *

Subject 5.3
*Searching**

Lessons

5.3.1 Improvised & concealed weapon awareness *
5.3.2 Search person *
5.3.3 Search vehicle *
5.3.4 Search premises *

Subject 5.4
*Officer Survival**

Lessons

5.4.1 Defence against a strike *
5.4.2 Defence against grabs & body holds *
5.4.3 Ground defence *
5.4.4 Edged & blunt weapon awareness & response *
5.4.5 Firearm retention *
5.4.6 Firearm disarm *

Subject 5.5
*Training Concepts & Methodologies**

Lessons

5.5.1 Stimulus response *
5.5.2 Transitions *
5.5.3 Scenarios *
5.5.4 Simunition *

Subject 5.6
*Glock 9mm semi-automatic pistol**

Lessons

5.6.1 Introduction & terminology *
5.6.2 AFP guidelines & policy *
5.6.3 Characteristics & description *
5.6.4 Ammunition & function of a cartridge *
5.6.5 Safety considerations *
5.6.6 Draw & recover *
5.6.7 Sequence of firing *
5.6.8 Loading & unloading *
5.6.9 Immediate action & stoppage *
5.6.10 Disassemble, cleaning & assemble *
5.6.11 Mechanical & operational checks *
5.6.12 Reduced light shooting *
5.6.13 Multiple shots *
5.6.14 Single handed shooting *
5.6.15 Cover awareness *
5.6.16 Alternate shooting positions *
5.6.17 Front sight shooting *
5.6.18 Turning targets, timed shooting & multiple shots/ targets *

Subject 5.7
Community Mental Health

Lessons

5.7.1 Mental health awareness
5.7.2 Engaging with the mentally ill

Subject 5.8
Personal Health

Lessons

5.8.1 Health & stress management
5.8.2 Benefits of exercise
5.8.3 Personal physical fitness training program
5.8.4 Physical training
5.8.5 Self-management of anger, fear & stress
5.8.6 Stress inoculation

Subject 5.9
*Driver Training Part 1**

Lessons

5.9.1 Prepare vehicle for operational response *
5.9.2 Drive the vehicle *
5.9.3 Monitor traffic, road & terrain under operational conditions *

Subject 5.10
Driver Training Part 2

Lessons

5.10.1 Audible & visual warning systems
5.10.2 Vehicle & equipment inspection
5.10.3 Police vehicle technology
5.10.4 Urgent duty & pursuit driving
5.10.5 Effective control at high speed
5.10.6 Manage risk while driving a police vehicle
5.10.7 Vehicle interception

Subject 5.11
*Public Order Management Operators Program**

Lessons

5.11.1 Formation of a level 2 police support unit *
5.11.2 Personal Protective Equipment *
5.11.3 Initial runs *
5.11.4 Attack from the rear *
5.11.5 Section file *
5.11.6 Junctions *
5.11.7 Holding junctions & tactical withdrawal *
5.11.8 Casualty management – officer down *
5.11.9 Barricades *
5.11.10 Petrol bomb reception *
5.11.11 Protective masks in level 2 *
5.11.12 Cordons at low level *
5.11.13 Building entry *
5.11.14 Controlled search *
5.11.15 Room extraction *

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

*Note: * = Federal Police Development Program Only*

June 2014

Subject 6.1
Regional Police Practice

Lessons

Foundation Investigations Team

6.1.1 Regional Model brief
6.1.2 Queensland specific offences & powers
6.1.3 New South Wales specific offences & powers
6.1.4 Victoria specific offences & powers
6.1.5 South Australia specific offences & powers
6.1.6 Tasmania specific offences & powers
6.1.7 Western Australia specific offences & powers
6.1.8 Northern Territory specific offences & powers
6.1.9 Australian Capital Territory specific offences & powers
6.1.10 Functional overview- roles, responsibilities and contacts
6.1.11 Station/Office procedures

Subject 6.2
Judicial Process

Lessons

6.3.1 Queensland Judicial process (including Courts, DPP & watch house procedures)
6.3.2 New South Wales Judicial process (including Courts, DPP & watch house procedures)
6.3.3 Victoria Judicial process (including Courts, DPP & watch house procedures)
6.3.4 South Australia Judicial process (including Courts, DPP & watch house procedures)
6.3.5 Tasmania Judicial process (including Courts, DPP & watch house procedures)
6.3.6 Western Australia Judicial process (including Courts, DPP & watch house procedures)
6.3.7 Northern Territory Judicial process (including Courts, DPP & watch house procedures)
6.3.8 Australian Capital Territory Judicial process (including Courts, CDPP & watch house procedures)

UNDER THE AUSTRALIAN FEDERAL POLICE RELEASED BY THE FREEDOM OF INFORMATION ACT 1982

Subject 7.1
Crime Prevention (Outcome 2)

Lessons

7.1.1 Family violence
7.1.2 Child protection services
7.1.3 Drug & alcohol diversion & alcohol crime targeting
7.1.4 Community engagement
7.1.5 Restorative justice
7.1.6 Victims of crime
7.1.7 ACT Mental Health Consumers
7.1.8 Children and Young Persons Act

Subject 7.2
Brief Management (Outcome 2)

Lessons

7.2.1 ACT brief management and submission

Subject 7.3
ACT Police Practice

Lessons

7.3.1 ACT specific powers
7.3.2 ACT specific offences
7.3.3 ACT Key Performance Indicators and purchase agreement
7.3.4 Drugs of dependence Act and ACT criminal code 2002
7.3.5 Dragar
7.3.6 Laser
7.3.7 Autocite
7.3.8 Tyre deflation

Subject 7.4
Station/Office Procedures

Lessons

7.4.1 Front counter service
7.4.2 Custody & bail
7.4.3 Reports & requests

Subject 7.5
Functional Overview

Lessons

7.5.1 ACT forensic services
7.5.2 ACT criminal investigations
7.5.3 ACT Sexual Assault and Child Abuse Team (SACAT)
7.5.4 ACT property office
7.5.5 ACT media team
7.5.6 ACT Policing operations

Subject 7.6
Judicial Process

Lessons

7.6.1 ACT Department of Public Prosecutions (DPP)

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

MODULE 8 WORKPLACE TRAINING PHASE (Federal Police Development & Transition Programs)

*Note: * = Federal Police Development Program Only*

June 2014

Subject 8.1
Community Environment

L&D QLD

Lessons

8.1.1 Work with the community

Subject 8.2
Responding to Incidents

L&D QLD

Lessons

8.2.1 Obtain all the relevant information concerning the incident prior to arrival
8.2.2 Assess the incident
8.2.3 Classify the incident
8.2.4 Manage the incident scene

Subject 8.3
Planning the Investigation

L&D NSW

Lessons

8.3.1 Assess evidence and information at hand
8.3.2 Report on progress
8.3.3 Investigation planning

Subject 8.4
Conducting the Investigation

L&D NSW

Lessons

8.4.1 Request information from various sources
8.4.2 Interviewing witnesses
8.4.3 Completing required documents to facilitate the investigation
8.4.4 Reporting on progress

Subject 8.5
Bring the Investigation to Resolution

L&D VIC

Lessons

8.5.1 Standard tactical plan
8.5.2 Drafting search warrants or associated orders
8.5.3 Searching
8.5.4 Interviewing suspects

Subject 8.6
Preparing for the Prosecution

L&D VIC

Lessons

8.6.1 Commencing procedures against a suspected person
8.6.2 Preparing a brief of evidence
8.6.3 Attending court
8.6.4 Giving evidence
8.6.5 Arranging for witnesses to attend court

Subject 8.7
Finalising the Case

L&D WA

Lessons

8.7.1 Returning or destroying property
8.7.2 Preparing finalisation report

Subject 8.8
Enabling Skills and Behaviours

L&D WA

Lessons

8.8.1 Use of force, Health and Safety

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Document History

Curriculum Owner (Coordinator)	Work area/team responsible	Date created	Date LDMT endorsement
s 22(1)(a)(ii)	Leadership and Corporate Development	April 2014	

Modification Table

Date modified (XX/XX/XX)	Modified by (AFP# & Name)	Authorised by (T/L, or Coordinator including AFP# & Name)	Modification details (Must be concise and include all relevant modification details – e.g. Originator of the change, rationale behind the change and the details of the change including what was removed/replaced)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Note: Any modification made to this document must be cleared through the appropriate channels (i.e. T/L or above). Any changes made must not alter the original template of the document. All Curriculum Development Templates are located in the <Trainers' Toolkit> on the Hub.

AFP
AUSTRALIAN FEDERAL POLICE

Learning Package Overview
for
Protective Service Officer Program (PSOP)

Commander/Manager	Authorised and owned by: Commander Foundational Development and Learning
Inspector / Superintendent / Coordinator	Authorised and owned by: Recruit and Regional Training
Work area / team	Work area / team responsible for all aspects of the learning package: Recruit and Regional Training - Protective Service Officer Training
Date overview created	21 July 2021
Review date	3 years
Version control	Version 1.0 July 2021 s 47E(d)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

© This document has been prepared by Australian Federal Police. The document is subject to copyright and all rights are reserved. The possession of, reproduction of any part, transmission in any form by any means, or storage in a retrieval system of any nature, is not permitted without the permission of the Learning Package Owner, Australian Federal Police or an AFP authorised approver.

Table of Contents

1. Purpose of the Learning Package Overview 3
2. Learning package description 3
3. Subject / unit table 3
4. Assessment table 3
5. Learning outcomes 3
6. Target audience 4
7. Prerequisite / mandatory requirements 4
8. Delivery method and learning duration 4
9. Participant numbers 5
10. Evaluation table 5
11. Continuous improvement process 6
12. Identified learning need 6
13. Consultation 6
14. Related learning packages 6
15. Exit points 7
16. Special conditions 7
17. Trainer and/or assessor requirements 8
18. Revalidation and skill maintenance requirements 8
19. Award issued and learning history record 8
20. Work health and safety 8
21. Risk management 9
22. Learning and Development Command governance 9

Appendix 1 - Subject / unit table 10
Appendix 2 - Assessment table 12
Appendix 3 - Evaluation table 13
Appendix 4 - Amendments table 14

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

1. Purpose of the Learning Package Overview

The Learning Package Overview (previously known as the Curriculum Overview) provides a summary of overarching information about the learning package.

2. Learning package description

To provide participants with the required level of knowledge and skills to perform the roles and functions of a Protective Service Officer.

3. Subject / unit table

The Subject / unit table at **Appendix 1** provides an overview of the subjects / units covered in this learning package.

4. Assessment table

The Assessment table at **Appendix 2** provides an overview of the assessment that will be applied to this learning package.

5. Learning outcomes

Through completing the Protective Service Officer Program (PSOP), participants will meet the requirements of POL41215 - Certificate IV in Protective Services (Release 1) and will attain the following Units of Competency.

UNITS OF COMPETENCY	TITLE
POLAUX015	Drive policing vehicles
POLAUX016	Apply protective service methods
POLAUX017	Escort persons in a protective service environment
POLGEN013	Demonstrate professional policing practice
POLGEN019	Operate safely within a policing environment
POLGEN020	Communicate within a policing environment

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Completing this learning package will provide participants with the required skills, knowledge and capabilities to:

- Perform the role of a Protective Service Officer.
- Apply organisational policy and procedure across a variety of situations in a culturally sensitive manner to uphold the values of the AFP.
- Respond to incidents and act appropriately to resolve the situation using the appropriate Protective Service Officer Powers.
- Interpret legislation to determine what offences have occurred, gather evidence to formally handover to police.

- Apply organisational policy and procedure prior to handing over to police to ethically process offenders and instigate the judicial process.
- Interpret AFP legislation, governance and guidelines and demonstrate the ability to apply this knowledge in order to make sound judgements in use of force applications.

6. Target audience

The identified target audience is:

- Recruits undertaking the Protective Service Officer Program.

7. Prerequisite / mandatory requirements

The prerequisite / mandatory requirements required of participants include:

- Participants to complete pre-course material.
- Successful completion of AFP recruitment entry gateways.
- Minimum Negative Vetting Level 1 Security Clearance.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

8. Delivery method and learning duration

The following table shows the delivery method and learning duration.

Refer to the Timetable for further information.

Delivery method	Learning duration - PHASE 1	
	Days	Hours
Face to face	10	27.5 - College
Online	0.5	4
Assessment	0.5	4
Total	**11**	**35.5**

Delivery method	Learning duration – PHASE 2	
	Days	Hours
Face to face	48.25	293
Assessment	0.5	4
Total	**49**	**297**

Delivery method	Learning duration – PHASE 3	
	Days	Hours
Face to face	8.75	70
Assessment	0.25	2
Total	**9**	**72**

Delivery method	Learning duration – PHASE 4	
	Days	Hours
Face to face	3.75	30
Assessment	0.5	4
Total	**4.25**	**34**

Delivery method	Learning duration – ONLINE iAspire Training	
	Days	Hours
Online	4	32
Total	**4**	**32**

Delivery method	Learning duration – SCENARIO BASED ASSESMENT	
	Days	Hours
College	5.5	44
OST	5	40
Total	**10.5**	**84**

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

9. Participant numbers

The following table indicates the minimum and maximum participant numbers and the instructor / participant ratio.

Minimum participant numbers	Maximum participant numbers	Instructor / participant ratio
Delivery: 8 Assessment: 1	Delivery: 30 Assessment: 30 (exams) 9 (practical)	Delivery: 1:30 Assessment: 1:30 (exams) 1:9 (practical)

10. Evaluation table

The Evaluation table at **Appendix 3** provides an overview of the evaluation methods and measures that will be applied to this learning package.

11. Continuous improvement process

To progress changes to an endorsed learning package the work area / team must complete and submit a 'Request for Change' form to the Learning Advisory Panel.

The continuous improvement process that will be applied to this learning package will be:

- Evaluation results are recorded, analysed and reported to Superintendent RRT, Inspector RRT and PS Sergeant RRT.
- Meeting will occur with Superintendent RRT, Inspector RRT and PS Sergeant RRT to determine what changes are to be actioned.
- 'Request for Change' form will be completed and submitted by PS Sergeant RRT for authorisation:
- proposed minor changes will be authorised by the Inspector/Superintendent/Coordinator
- proposed major changes will be authorised by the Commander/Manager.
- Request for Change form will be submitted to the Learning Advisory Panel (LAP) by PS Sergeant RRT.
- LAP will notify the outcome of the request for change to the person who requested the change.
- RRT-PS Sergeant will update the learning package (including version control).
- RRT-PS Sergeant will record the change into their Continuous Improvement Register.
- Revised learning package will be submitted to the LAP for record keeping purposes.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

12. Identified learning need

The identified learning need for this learning package is to:

- Provide an effective Protective Service function to fulfil the Specialist Protective Command commitments on behalf of the Australian Federal Police.

13. Consultation

- Learning and Development Command (LDC) – Recruit and Regional Training (RRT) Team, Learning Standards and Assurance
- AFP Specialist Protective Command
- AFP Driver Training Team
- AFP Operational Safety & Police Practice Training Team
- AFP Bomb Response Team

14. Related learning packages

- Federal Police Development Program (FPDP)
- Federal Police Transition Program (FPTP)
- Federal Police Lateral Program (FPLP)

15. Exit points

Exit points are stages throughout the learning package where a participant can withdraw participation and still be awarded partial credit towards learning undertaken.

Assessments are undertaken in accordance with the Learning and Development Command assessment process as stipulated in the Better Practice Guide on Assessment MLD006. Units of competency are trained and assessed in a concurrent fashion throughout the program. This facilitation style does not permit the award of credits for the following units;

- POLAUX016 Apply protective service methods
- POLAUX017 Escort persons in a protective service environment
- POLGEN013 Demonstrate professional policing practice
- POLGEN019 Operate safely within a policing environment
- POLGEN020 Communicate within a policing environment

The following unit is delivered in a block and may be awarded on its own;

- POLAUX015 Drive policing vehicles

A participant will not be allowed to progress if they do not successfully satisfy the requirements of an assessment.

In addition, participants will be subject to exit from the learning at any time for multiple safety breaches or continued underperformance.

Safety breaches can be categorised as follows, for example;

- Lack of situational awareness.
- Lack of knowledge regarding firearm mode of operational readiness.
- Failure to maintain a safe direction during firearms training.
- Inability to follow trainer instructions.

Exit Point	Award
Subsequent to successful completion of Phase one Driver Training	POLAUX15 – Drive Police Vehicles

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

16. Special conditions

The following special conditions are required for the delivery and/or assessment of this learning package:

Appropriate Operational Safety equipment and facilities including:

- Firearms range
- Appropriate soft fall training facility
- Driver training track
- Personal protective equipment
- Protective Service Officer recruit uniform.

17. Trainer and/or assessor requirements

Trainers and/or assessors for this program must:

- Hold the Certificate IV in Training and Assessment (TAE40116) or equivalent
- Hold the relevant vocational Units of Competence
- Complete an orientation session for this program offered by the responsible training faculty team.

18. Revalidation and skill maintenance requirements

Annual Operational Safety Assessment (OSA)

- Annual OSA revalidation is mandatory and is designed to assess and re-certify the operational competency of Protective Service Officers who have successfully completed the Protective Service Officer Program.
- The revalidation will ensure the officer retains core competencies and knowledge of key aspects of legislation inclusive of Commissioners Order 3 (CO3) required to operate as a PSO of the AFP.
- A PSO who is deemed not yet competent in the OSA revalidation may have their use of force (UOF) qualification revoked and may be required to cease operational duties until successfully requalified.
- A remedial learning plan will be developed in consultation with the officer and Operational Safety Practice.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

19. Award issued and learning history record

On successful completion of this learning package, participants will be awarded:

- POL41215 Certificate IV in Protective Services or vocational equivalent as outlined on assessment tools and in the training and assessment strategy.
- AFP Certificate of Completion.
- This information will be recorded on the participant's Insight learning history.

20. Work health and safety

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on work, health, safety and rehabilitation management arrangements and national legislation pertaining to work health and safety.

s 47E(d)

21. Risk management

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on Risk Management.

An AFP Risk Assessment Treatment Plan has been completed and the risk rating has been determined as:

☒ Low ☐ Medium ☐ Significant ☐ High ☐ Critical

22. Learning and Development Command governance

The owning work area is responsible for ensuring all learning complies with Learning and Development Command governance.

Learning and Development Command - AFP Hub

This program is governed by the following:

AFP National Policies:

- The AFP Commissioner's Order on Operational Safety (CO3)
- AFP National Guideline on Risk Management
- National Guideline on AFP health and safety management arrangements
- AFP National Guideline on uniform and standards of dress
- AFP National Guideline on ballistic protection
- Determination of competency or qualification requirements for Protective Service Officers

s 47E(d)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1 - Subject / unit table

Protective Service Officer Program

Phase 1

Introduction to Laws

Lesson list

1.1 Notebooks and Minutes
1.2 Criminal Law in Australia
1.3 Evidence Law
1.4 Jurisdiction
1.5 AFP Act 1979
1.6 Categories of an Offence
1.7 Burden and Standard of Proof
1.8 Criminal Responsibility
1.9 Court Proceedings
1.10 Stress Inoculation
1.11 Suspicion vs. Belief
1.12 Arrest (AFP Act 1979) & Caution
1.13 Search Powers
1.14 Damage to Commonwealth Property
1.15 Trespass

Phase 2

Application of Law & Powers

Lesson list

2.1 Radio Communications
2.2 Professional Standards
2.3 Observing and Reporting
2.4 Witness Statements
2.5 Australian Parliamentary Precinct's Act
2.6 Offences relating to National Security
2.7 Obstruct / Hinder Commonwealth Official
2.8 Cause harm to Commonwealth Official
2.9 Part 1C Rights / Caution
2.10 Media awareness
2.11 Patrolling
2.12 Investigative Interview Awareness Program (iAspire)
2.13 Operational Safety
2.14 Drive police vehicles

Phase 3

Public Order & Incident Management

Lesson list

3.1 Public order protection of persons and property Act
3.2 Public Order Management
3.3 Theft of Commonwealth Property
3.4 Counter Terrorism
3.5 ICCS Plus
3.6 Crime scenes
3.7 Scene property management

Phase 4

Mental Health, Explosives, Intelligence & Course Administration

Lesson list

4.1 Protection liaison
4.2 International Protected Persons Act
4.3 Basic Bomb Search Package
4.4 Mortuary visit
4.5 Mental Health – Road to Mental Readiness (R2MR)
4.6 Intelligence
4.7 Course feedback
4.10 Hostile Reconnaissance Threat Assessment (HRTA)
4.11 Aviation Legislation and Research Assignment

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2 - Assessment table

Protective Service Officer Program

Phase 1
Introduction to Laws
Assessments
Formative
Evidence, Powers & Offences Exam 1
Summative
-PSOASS01: Evidence, Powers & Offences Exam 1
-PSOASS06: Phase One Written Assessment
-PSOASS12.1: Trespass
-PSOASS12.2: Damage to Commonwealth
-PSOASS13.1: Suspicious Person/Package Scenario
-PSOASS18: Road to the AFP (Minute / Speech)
-PSOASS20: AFP values and integrity research assignment

Phase 2
Application of Law & Powers
Assessments
Formative
Evidence, Powers & Offences Exam 2
Summative
-PSOASS02: Evidence, Powers & Offences Exam 2
-OSTASS01: Operation Safety (iAspire) online exam
-OSTASS02: Defensive tactics
-OSTASS03: Stimulus response
-OSTASS04: Oleo resin capsicum spray (OC Spray)
-OSTASS05: Expandable baton
-OSTASS06: Handcuffing
-OSTASS07: Glock handling
-OSTASS08: Glock marksmanship
-OSTASS09: Conducted Energy Weapon (CEW - TASER)
-OSTASS10: Holistic scenario
-PSOASS09: PSO statement 1
-PSOASS10: PSO statement 2
-PSOASS11: PSO statement 3
-PSOASS12.3: Cause Harm to -Commonwealth Official scenario

Phase 3
Public Order & Incident Management
Assessments
Formative
Evidence, Powers & Offences Exam 3
Summative
-PSOASS03: Evidence, Powers & Offences Exam 3
-PSOASS21: Offences relating to National Security
-DPVASS01: AFP vehicle inspection checklist assessment
-DPVASS02: Reverse vehicle into parking bay assessment
-DPVASS03: Vehicle dynamics practical application activities
-DPVASS04: Vehicle operation activities assessment
-DPVASS05: AFP Routine response drive assessment
-DPVASS06: Unsealed/dirt roads driving assessment
-DPVASS07: Night driving and navigation assessment
-DPVASS08: Drive police vehicle program knowledge (iAspire) exam assessment
-POMASS01: Holistic scenario Property Scenario
-PSOASS13.2: Theft of Commonwealth Property Scenario

Phase 4
Mental Health, Explosives, Intelligence & Course Administration
Assessments
Formative
Evidence, Powers & Offences Exam 4
Summative
-PSOASS04: Evidence, Powers & Offences Exam 4
-PSOASS05: Mid-course personal development self-assessment
-PSOASS07: End-Course personal development self-assessment
-PSOASS08: Manage access of persons and vehicles assignment
-PSOASS14: Holistic scenario
-PSOASS15 Basic Bomb Search Exercise
-PSOASS16: PROMIS information management exercise
-PSOASS17: Duty student written minute and presentation
-PSOASS19: Aviation Legislation and Research Assignment
-PSOASS22: End of course personal development and self-assessment feedback
-CPASS6: Route Advance Survey Assessment

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 3 - Evaluation table

Protective Service Officer Program

All subjects / units

Milestone Survey

This evaluation is administered in the 7th week of the program and collects point in time data on training quality, work readiness, training conditions and learner engagement.

All subjects / units

Focus Group

This evaluation involves a self-facilitated focus group conducted by the recruits. The questions they address cover a number of themes. This is administered in the last week of the program.

All subjects / units

Employer Post Course Survey

This evaluation is the ASQA Employer Questionnaire and is administered to the learner's workplace supervisor 3-6 months after the completion of the program. It evaluates the transferability of the learning to the workplace.

All subjects / units

ASQA Learner

The administration of this evaluation is an RTO regulatory compliance requirement as per the *Standards for RTOs 2015*. This evaluation is administered in the last week of the program.

All subjects / units

Learner Post Course Survey

This evaluation occurs 3-6 months after the completion of the program and evaluates the transferability of the learning to the workplace.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 4 - Amendments table

The following table is to be completed by the owning work area to record details of authorised amendments for version control purposes.

The Learning Advisory Panel **must** be contacted prior to making any changes to endorsed learning packages.

Version	Date amended	Authorised by (refer above)	Amendment details
Previous version - date created 31/07/2017	N/A	Initial endorsement by MLD 03/05/2017	Historic amendment details of previous version available in previous Curriculum Overview document.
1.0 July 2021	21 July 2021	s 22(1)(a)(ii) Superintendent Recruit and Regional Training Learning and Development Command Allison Buck Commander Foundational Development and Learning Learning and Development Command	New version to reflect changes to the PSOP, developed and piloted by s 22(1)(a)(ii) Protective Service Sergeant, Recruit and Regional Training, Learning and Development Command.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Protective Service Officer Program Pilot Curriculum Overview

Pilot Curriculum Overview
AFP Induction
ESS House Keeping
SHIELD
Vaccinations
BSRV Fitting
Fingerprinting
IT Set Up
Chaplains and Welfare
Ceremonial and Protocol Introduction
AFPA
CPSU
PRS Introduction
Security Awareness
RTO Information Session and Enrolment
Uniform Ordering
Media Awareness
Marking and Communications
Road to Mental Health Readiness (Lifeline)
Study Skills
AFP Legacy
Police Journal
Confidant Network
Force Plate Testing
Initial PCA
Corporate Applications - iAspire, Moodle, Quintiq, Microsoft Teams, AFP Hub, Insight, Service Portal)
Relocations
Regional Engagement Session
Introduction to Resilience (SHIELD)
Phase 1 - Law and Legislation
Subject 1 - Introduction to Law
1.1 Introduction to Legal Research
1.2 Criminal Law in Australia
1.3 Court Proceedings and Procedures
Subject 2 - Principles of Criminal Responsibility
2.1 Elements of an Offence
2.2 Circumstances where there is no Criminal Responsibility (Defences)
2.3 Proof of Criminal Responsibility
2.4 Geographical Application/Jurisdiction
Subject 3 - Evidence Law
3.1 Introduction to Evidence Law

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

3.2 General Rules about Giving Evidence
3.3 Hearsay Rules
3.4 Proof
Subject 4 - PSO Powers
4.1 Arrest and related Powers - AFP Act 1979
4.2 Suspicion vs Belief
4.3 Search Powers
4.4 Caution and Rights
Subject 5 - Offences
5.1 Indictable and Summary Offences (Categories)
5.2 Offences against the Commonwealth (PSO)
5.3 Aviation
5.4 Public Order (Protection of Persons and Property) Act 1971
5.5 Crimes (Internationally Protected Persons) Act 1976
Phase 2 – PSO Practice and Application
Subject 6 - Judicial Process
6.1 Contemporaneous Recording
6.2 Witness Statements
Subject 7 - Information Communications and Technology
7.1 Radio Communications and Procedures
7.2 PROMIS
7.2.1 Introduction, Security and Set Up
7.2.2 Create a Case
7.2.3 Information Reports
7.2.4 Use of Force Reports
7.3 PROMIS Mobile
7.4 Mobile Responder
7.5 Minute Writing
Subject 8 - Protective Security
8.1 PSO Practice and First Response
8.2 Access Control
Subject 9 - Command and Control (ICCS+/C3)
Subject 10 - Standards and Support
10.1 Diversity, Equity and Inclusion in the AFP
10.2 Drill
10.3 Professional Standards Panel
10.4 Resilience Sessions (SHIELD)
10.4.1 Resilience Session 1 (Mental Health)
10.4.2 Resilience Session 2 (Mental Health)
10.4.3 Resilience Session 3 (Mental Health)
10.4.4 Resilience Session 4 (Physical Health)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

10.4.5 Resilience Session 5 (Physical Health)
10.4.6 Resilience Session 6 (Physical Health)
10.5 Leading in the AFP (Leadership Centre)
Subject 11 - Forensics
11.1 Crime Scene Management
11.2 Property Basics
Phase 3 – Technical Skills
Subject 12 - Coronial
12.1 Managing Grief in the Frontline
Subject 13 – Integrated Site Security (CPP Readiness)
Subject 14 – Baseline Protective Security (ANZCTC)
Subject 15 - Explosive and Hazardous Substances
Subject 16 - Deception Detection and Observation (DDO)
Subject 17 - Intelligence Led Patrolling
Subject 18 - Hostile Reconnaissance Threat Assessment Workshop
Subject 19 – Operational Response to Mental Health
Subject 20 - Criminal Environment
20.1 Foreign Interference
20.2 Counter Terrorism
20.3 Offences Relating to National Security
20.4 Protection Assessment Team (PAT)
20.5 Security Protection Diplomatic Liaison (SPDL)
20.6 Fixated Person Operations (FPO)
20.7 Intelligence
Subject 21 - Preparedness Activities
Subject 22 – Preparing for shift work (SHIELD)
Operational Safety and Driver Training (OS&DT)
Phase 1 Driver Training
OST 1 - Intro to OST and Glock
OST 2 – Belt and Pouch Set Up
OST 3 – Note Taking/Intro to Batons
OST 4 – OC/Cuffs
OST 5 – Search Techniques
OST 6 – Issue CEW (Non-comply handcuffing)
OST 7 – CO3
OST 8 - Baton/OC/Handcuffs
OST 9 – Search Non-Comply Handcuffing
OST 10 – Body Worn Camera
OST 11 – Intro into Defensive Tactics
OST 12 - Glock Skills

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

OST 13/14/15 - Glock Red/Blue Gun
OST 16 - Glock Handling
OST 17 - Glock Live Fire
OST 18-22 - Indoor firearms/qual shoot
OST 23-26 - CEW Program
OST 27 - Negotiators (Tactical Communications)
OST 28 – 37 - Defensive Tactics
OST 38 – Defensive Tactics Partner Consolidation
OST 39 – OC Exposure
OST 40 – Skills review/Aircraft/LETT
OST 41/42/43 – Combined Scenarios (formative and summative)
OST 47/48/49/50 - TADS
OST 51/52/53/54 - Active Armed Offender
Public Order Management

Pilot Assessment Overview
Recruit Training Formative Assessments
PSOFORM01 - Road to the AFP
PSOFORM02 - Contemporaneous Recording
PSOFORM03 - Statement
PSOFORM04 – Scenario
PSOFORM05 – Holistic Scenario
PSOFORM06 – PROMIS Information Management Activity
PSOFORM07 – Self Reflection Task
PSOFORM08 – End of Course Self-Assessment
Recruit Training Summative Assessments
PSOASS01 – Law and Legislation Exam (Moodle)
PSOASS02 – Powers and Offences Exam (Moodle)
PSOASS03 – Final Exam (Moodle)
PSOASS04 – Mid Course Personal Development and Self-Assessment
PSOASS05 – Contemporaneous Recording
PSOASS06 – Manage Access
PSOASS07 – Statement
PSOASS08 – Scenario
PSOASS09 – Holistic Scenario
PSOASS10 – Holistic Scenario
PSOASS11 – PROMIS Information Management Activity
PSOASS12 – Duty Student Minute and Handover
PSOASS13 – AFP Values and Integrity Assignment
PSOASS14 – Explosive and Hazardous Substances Exercise
PSOASS15 – Hostile Reconnaissance and Patrolling Assignment
PSOASS16 – Integrated Site Security Scenario

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

PSOASS17 – Self Reflection Task
PSOASS18 – Community Engagement Self Reflection
Operational Safety and Driver Training Assessments
OSCPASS01 – Powers, Compliance and Use of Force (iAspire)
OSCPASS02 – Glock Handling Assessment
OSCPASS03 – Final Scenarios
10003660 – Operational Safety Assessment
10003927 – Glock 17 & 19 Firearm
10005878 – Tier 3 17/19 7390 ALS Holster
10005601 – Tier 3 17/19 7377 ALS Holster
10003927 – Defensive Tactics
10006829 – TASER 7 (CEW Conducted Electrical/Energy Weapon)
10006367 – Law Enforcement Trauma Training
10008122 – Active Armed Offender
10003663 – Public Order Management Operators Program
DTPASS01 – AFP vehicle inspection pre drive checks assessment
DTPASS02 – Vehicle operation activities assessment
DTPASS03 – Cornering Lines Assessment
DTPASS04 – Unsealed/dirt roads driving assessment
DTPASS05 – Low-light/Night driving
DTPASS06 – Navigation assessment
DTPASS07 – AFP Patrol drive assessment
DTPASS08 – Drive policing vehicles knowledge assessment

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

FEDERAL POLICE DEVELOPMENT PROGRAM (FPDP) OVERVIEW - POL50124 - Diploma of Policing

PRE-INDUCTION WEEK	INDUCTION WEEK	Team 1 - Law and Legislation (Module) *POLGEN042 - Manage persons in custody of care* *POLGEN045 - Apply legislation and judicial processes in policing* *POLGEN044 - Conduct an initial investigation*	Team 2 - Police Practice (Module) *POLGEN045 - Apply legislation and judicial processes in policing* *POLGEN044 - Conduct an initial investigation*	Team 3 - Specialist and Support (Module) *POLGEN040 - Demonstrate professional policing practice* *POLGEN046 - Deliver policing services*	Team 4 - Skills Enhancement	Operational Safety and Driver Training
Lesson: Check In with Reception Lesson: Issue of relevant cards and keys for access Lesson: Issue of AFP ID Card Lesson: AFP College Tour Lesson: Expectations whilst at the AFP College Lesson: Duty Student Expectations Lesson: AFP Code of Conduct Lesson: Welcome Ceremony Lesson: Superintendent Address	Lesson: ESS Housekeeping Lesson: FPDP Overview and Registered Training Organisation (RTO) Compliance Lesson: AFP Ceremonial and Protocol Introduction Lesson: FPDP OFFICIAL OPENING Lesson: AFP Chaplaincy Service Lesson: Library Study Skills Lesson: Australian Federal Police Association (AFPA) Lesson: AFP Legacy Lesson: Security Awareness Lesson: Professional Standards introduction Lesson: Uniform Fitting Lesson: Issue of ICT Equipment Lesson: Drug Testing Lesson: Vaccinations Lesson: Fingerprinting Lesson: SHIELD Health and Fitness Lesson: Initial Physical Competency Assessment (PCA) Lesson: iAspire, Moodle, Quintiq, Microsoft Teams, AFP Hub, Insight Lesson: Contemporaneous Recording Lesson: Pre Operational Safety Training (OST)	**Subject 1.1: Introduction to Law** 1.1.1: Introduction to Legal Research 1.1.2: Criminal Law in Australia 1.1.3: Court Proceedings and Procedures	**Subject 2.1: Criminal Investigation** 2.1.1: Decision Making 2.1.2: Investigations Doctrine 2.1.3: Investigations Planning 2.1.4: Investigative Interviewing Program (IIP)	**Subject 3.1: Ceremonial Standards** 3.1.1: AFP Ceremonial and Protocol Introduction (Induction Week) 3.1.2: Drill and Flags 3.1.3: National Police Memorial Visit	**Subject 4.1: Criminal Investigation** Lesson: Interviewing Vulnerable Witness Program (IVWP)	**Phase 1:** OST 1: Vest Fit & Introduction to OST, Glock and Majura OST 2: Introductory Sessions - Equipment familiarisation - UoF Reporting - Belt & Pouch Set up - Introduction to lessons OST 3: Tactical Communications OST 4: Body Worn Camera OST 5: Baton / Strikes OST 6: Search & Compliant Handcuffing OST 7: Non-Compliant Handcuffing & Other Restraints OST: Glock/Red Gun Program
		Subject 1.2: Principles of Criminal Responsibility 1.2.1: Elements of an Offence 1.2.2: Circumstances where there is no Criminal Responsibility (Defences) 1.2.3: Extensions of Criminal Responsibility 1.2.4: Proof of Criminal Responsibility 1.2.5: Geographical Application/Jurisdiction	**Subject 2.2: Investigative Practice** 2.2.1: Intelligence 2.2.2: Lines of Enquiry 2.2.3: Risk Assessment 2.2.4: Tactical Planning Assessment (TPA) 2.2.5: Search Warrants 2.2.6: Briefing of TPA 2.2.7: Special Projects	**Subject 3.2: Information Communications and Technology** 3.2.1: Quintiq (Time Recording) 3.2.2: Radio Communications and Procedures 3.2.3: Police Real-time Online Management Information System (PROMIS) 3.2.4 PROMIS Mobile including Mobile Property (Vivian Kreunen) 3.2.5: Information Management Solution (IMS) 3.2.6: Mobile Responder (MR) 3.2.7: Body Worn Camera (BWC) 3.2.8: Data Literacy	**Subject 4.2: Investigative Practice** 4.2.1: NAT Controlled Operations 4.2.2: NAT Telephone Intercepts and Surveillance Devices	**Phase 2:** OST: Firearms Package DT: Phase 1 Driver Training DT: Phase 2 Driver Training
		Subject 1.3: Evidence Law 1.3.1: Introduction to Evidence Law 1.3.2: General Rules about giving Evidence 1.3.3: Competence and Compellability 1.3.4: Admissibility of Evidence 1.3.5: Fairness 1.3.6: Hearsay Rules 1.3.7: Opinion Rules 1.3.8: Identification Evidence 1.3.9: Proof	**Subject 2.3: Seized Items** 2.3.1: Seizure Powers 2.3.2: Property Basics (Theory and Practical) 2.3.3: Using and Sharing things seize 2.3.4: Returning things seized 2.3.5: Asset Confiscation	**Subject 3.3: Police Standards and Support** 3.3.1: Professional Standards (NACC, Ombudsman Panel) 3.3.2: Resilience Program (SHIELD) 3.3.3: Road to AFP journey 3.3.4: Peels Principles 3.3.5: Diversity Equity and Inclusion in the AFP 3.3.6: Implicit Bias 3.3.7: Mental Health Training 3.3.8 Unearthing Your Values/Introduction to Moral Injury 3.3.9: Road to Mental Readiness (R2MR) *3.3.10: Human Rights (TBA - Awaiting an area to deliver - this has been separated from 3.3.5)*	**Subject 4.3: Offences** 4.3.1: ACTP Drug Offences 4.3.2: ACTP Offences against Property 4.3.3: ACTP Offences against Person 4.3.4: ACTP Street Offences 4.3.5: ACTP Liquor Offences 4.3.6: ACTP Sex Offences	**Phase 3:** OST: CEW/Taser Package OST: Defensive Tactics Package OST: OC Exposure OST: TADS Package (incl. NEGS) OST: POD / Aircraft Extraction / LETT OST: Scenario #1 DT Consol 2 OST: Scenario #2 CEW OST: Scenario #3 Formative OST: Scenario #4 Summative
		Subject 1.4: Offences 1.4.1: Street Offences 1.4.2: Property Offences 1.4.3: Assault Offences 1.4.4: Robery & Burgulary Offences 1.4.5: Drug Offences 1.4.6: Sexual Offences	**Subject 2.4: Judicial Process** 2.4.1: Contemporaneous Recording 2.4.2: Police Statements 2.4.3: Witness Statements 2.4.4: Statement of Facts 2.4.5: Briefs of Evidence 2.4.6: Mention and Hearing Briefs 2.4.7: Disclosure 2.4.8: Bail, Warrants, Summons 2.4.9: Court Attendance and Mock Court (AFP Legal)	**Subject 3.4: Command and Control** 3.4.1: Operating within a Team 3.4.2: Incident Command and Controls System Plus 3.4.3: ACTP/NAT Media Introduction (Social Media) 3.4.4: Media Situational Awareness	**Subject 4.4: Police Powers** 4.4.1: ACTP Crime Scene powers 4.4.2: ACTP Human Rights	**Phase 4:** OST: Active Armed Offender Package OST: Skills Enhancement OST Consolidation Day #1
		Subject 1.5: Police Powers 1.5.1: Arrest and Related Powers (Including Caution) 1.5.2: Suspicion Vs Belief 1.5.3: Identification Material 1.5.4: Preventative Action (Entry Powers) 1.5.5: Searches		**Subject 3.5: Forensics** 3.5.1: Forensic Powers 3.5.2: Crime Scene Management (including Deceased persons CS Management) 3.5.3: Forensic Procedures 3.5.4: Forensic Capabilities (Biometrics)	**Subject 4.5 Family Violence** 4.5.1: Introduction to FV 4.5.2: Victim and Perpetrator Support 4.5.3: Scenario 4.5.4: Family Violence Act 2016 4.5.5: Dynamics of Abusive Relationships 4.5.6: Family Violence Orders 4.5.7: FV Offences 4.5.8: Evidence and Investigation 4.5.9: FVEIC 4.5.10: FVRAT 4.5.11: Bail Act, Considerations and DPP 4.5.12: The Impact of FV on Children	
		Subject 1.6: Part 1C (Caution) 1.6.1: Caution and Rights 1.6.2: Down-time 1.6.3: Extensions to investigations period 1.6.4: Protected Suspect		**Subject 3.6: Coronial** 3.6.1: Managing Grief in Frontline 3.6.2: Coronial Package 2 days - Post Mortem and visit to the Forensic Medicine Centre (Friday)		
		Subject 1.7: Aviation Law 1.7.1: AVIATION (COPAL) 1.7.2: AVIATION Family Law		**Subject 3.7: Criminal Environment** 3.7.1: Ministerial Direction 3.7.2: Foreign Interference 3.7.3: Cyber Environment (Bitcon/Crypto) 3.7.4: Criminal Movement of People (Human Exploitation) 3.7.5: Counter Terrorism 3.7.6: Organised Crime		
		ASSESSMENTS: 1.1 - 1.3 Evidence Law Exam (open book) 1.4 Offences Exam 1.5 Police Powers Exam 1.6 Part 1C (Caution) Exam MAJOR EXAM (PM and DM)	**ASSESSMENTS:** 2.1.4: Investigative Interviewing Program (IIP) - (Witness and Suspect) 2.2.4 and 2.2.5 and 2.2.6: Tactical Planning Assessment (TPA), Search Warrants, Briefing - Syndicate work 2.4.2: Police Statement (two) with notes 2.4.4: Statement of Facts	**ASSESSMENTS:** Road to AFP - Executive Minute Peel's Principles - Presentation Assessment Scenarios (As Below) Major Prac - Holisitc Scenario (As Below) Team Cohesion and Resilience Exercise - Executive Minute **Scenario Days:** Day 1 - Incident Response and Communication Day 2 - Written (Police Statement and SoF) Day 3 - Elevated Police Response **Major Prac - Holistic Scenario:** Day 1 - Response to Disturbance Day 2 - Witness Statements Day 3 - Intel Checks and Search Warrants Application Day 4 - Search Warrant Execution Day 5 - Offender Interview **Team Cohesion & Resilience Exercise:** Day 1 - Outdoor Exercise: Mt Ainslie Search & Rescue Activity/ Foreign Objects Activity Day 2 - High Ropes Course and Over-Water Course	**ASSESSMENTS:** FPDP - Diploma of Policing - Workbook	

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

AFP

Learning Package Overview
for
Protective Service Officer Program

Commander/Manager	Authorised and owned by: Commander Recruit Operational Investigations Training
Inspector / Superintendent / Coordinator	Authorised and owned by: Superintendent Recruit and Regional Training
Working Documents File Path	
Work area / team	Protective Service Officer Training Team
Date overview created	9 January 2026
Endorsement Review	3 January 2028
Security Classification	☒ OFFICIAL ☐ PROTECTED
Version control	Version 2.0 January 2026

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Authorised by:	Name	Signature	Date
Inspector / Superintendent / Coordinator			<click to select>
Commander / Manager			<click to select>

© This document has been prepared by Australian Federal Police. The document is subject to copyright and all rights are reserved. The possession of, reproduction of any part, transmission in any form by any means, or storage in a retrieval system of any nature, is not permitted without the permission of the Learning Package Owner, Australian Federal Police or an AFP authorised approver.

Learning Package Details			

** Complete all applicable components in this document that apply to the type of training you are developing this package for. Please put N/A in blank areas that are not applicable.*

Purpose of the learning package overview	Provides a summary of overarching information about the learning package and acts as a record of the current course content for both Learning Design and Development (LDD) and the work area.		
Title of learning package	Protective Service Officer Program – POL41225 Certificate IV in Protective Services		
Learning initiative	Describe the type of learning initiative.	Nationally accredited qualification	Other –
Learning package aim and description	Explain the aim and a description of learning package program.	• To provide learners with the required level of knowledge and skill to perform the role and functions of a Protective Service Officer.	
Identified learning need	A summary explaining the purpose and/or intent of the leaning need for this learning package. e.g. reason for training, capability issues that will be resolved, legislative change, agency requirements.	**The identified learning need for this learning package is to:** • Provide protective service officer (PSO) recruits foundational organisational training to perform the role of an AFP PSO, • Provide PSO recruits training that aligns to POL41225 Certificate IV in Protective Services nationally recognised qualification, • To implement content and assessment changes identified during the PSOP Reform Project, including changes required to transition from POL41215 Certificate IV in Protective Services to POL41225 Certificate IV in Protective Services.	
Delivery format	How will the learning be delivered? e.g. face-to-face, on-line.	Blended Learning Session/s	Other – N/A
Learning outcomes	List 3-5 expected outcomes for this program. Suggest using Bloom's Taxonomy Guide and the guide to creating learning outcomes on the HUB page.	**Completing this learning package will provide participants with the required skills, knowledge, and capabilities to:** • Understand the role of a Protective Service Officer within the AFP, • Respond to incidents while acting effectively and lawfully using the appropriate PSO powers, • Interpret and apply legislation relevant to the role of a PSO, • Understand and apply organisational governance, policies and procedures relevant to the role of a PSO, including professional and ethical frameworks, • Maintain operational safety.	
Target Audience	Who is the target audience?	Recruits undertaking the Protective Service Officer Program	

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

<table>
<tr><td>Prerequisite / mandatory requirements</td><td>List the prerequisites / mandatory requirements required for this package.</td><td>The prerequisite / mandatory requirements required of participants include:
Successful completion of AFP recruitment entry gateways,
Minimum Negative Vetting Level 1 Security Clearance.</td></tr>
<tr><td>Related learning packages</td><td>List any related learning packages and/or links to the Recruit Training Program or any other accredited course.</td><td>NIL</td></tr>
<tr><td>Delivery format and assessment duration</td><td>How will the learning be delivered and assessment duration?
e.g. face-to-face, on-line. Outline the delivery method and learning duration of the program. Outline the minimum and maximum participant numbers and the instructor / participant ratio.</td><td>Learning will take place:
iAspire
AFP College, Barton
AFP Majura Complex
AFP Tenant St facility
Pinkenba Training Facility (where applicable)
Delivery and Assessment Duration
<table>
<tr><th>Delivery Method</th><th>Day/s</th><th>Hour/s</th><th>Instructor/ participant ratio</th><th>Min – max participant numbers</th></tr>
<tr><td>Face-to-Face</td><td></td><td></td><td>1:30</td><td>Min. 8 – Max. 30</td></tr>
<tr><td>Hybrid</td><td></td><td></td><td>1:30</td><td>Min. 8 – Max. 30</td></tr>
<tr><td>Assessment</td><td></td><td></td><td>1:30 (exams)
1:9 (practical)</td><td>Exams
Min.1 – Max. 30
Practical
Min. 1 – Max. 9</td></tr>
<tr><td>Total</td><td></td><td></td><td></td><td></td></tr>
</table></td></tr>
<tr><td>Subjects / Units</td><td>Will there be a number of subject/ units within this learning package?</td><td>☒ Yes - if yes refer to Appendix 2 which provides an overview for multiple modules / subjects / units covered in this learning package.
☐ No – if no move to next section on Learning Materials.</td></tr>
<tr><td>Learning materials</td><td>What type of learning materials will be developed?
e.g. PowerPoint presentations, PDF/Word documents, etc.</td><td>*Refer to individual component Lesson Plans/Facilitators Guide (hyperlink to docs) for lists of learning materials required.</td></tr>
</table>

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Assessments	Will there be an assessment component required for the completion of this course?	☒ Yes ☐ No – if no move to next section on Exit Points.
	Provide an overview of the assessment/s that will be applied to this learning package.	☒ Yes, there are assessments. **Refer to Appendix 2 & 3** which provides an overview of the assessments in this learning suite. ☐ N/A – This Learning Package does not contain any assessable components. (Further detail in **Appendix 3**)

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

<table>
<tr><td rowspan="4">Exit points</td><td rowspan="4">List exit points and associated award. Some learning packages may not have any exit points.

Exit points are stages throughout the learning package where a participant can withdraw participation and still be awarded partial credit towards learning undertaken.</td><td colspan="2">Are there exit points? ☒ Yes ☐ No</td></tr>
<tr><td>Exit point</td><td>Award</td></tr>
<tr><td>Completion of Operational Safety Training

Completion of Driver Training</td><td>Statement of attainment POLGEN041 Operate safely within a policing environment

Statement of attainment POLAUX015 Drive policing vehicles</td></tr>
<tr><td colspan="2">The exit points in this learning package are:

Exit points for this learning package exist for the completion of the Operational Safety Training component and driver training component. The remaining units of competency are trained and assessed concurrently throughout the program. This delivery and assessment method does not permit the award of credit for these units.

A learner may not be allowed to progress if they do not successfully satisfy the requirements of summative assessment, in accordance with the BPG on Assessment.

Safety breaches are categorised as follows:

Learners may be subject to exit the program at any time for safety breaches including:

• Lack of situational awareness,
• Lack of knowledge regarding firearm mode of operational readiness,
• Failure to maintain a safe direction during firearms training,
• Inability to follow trainer instructions.</td></tr>
<tr><td>Evaluation</td><td>Explain how the learning package will be evaluated. By completing the table to provide an overview of the evaluation methods and measures that will be applied to this learning package.</td><td colspan="2">Pre-Training Evaluation</td></tr>
<tr><td colspan="2">Pre-validation conducted on all summative assessment mapped to POL41225 Certificate IV in Protective Services. Pre-validation to be conducted when there are changes to assessment and/or nationally recognised qualification.</td></tr>
<tr><td colspan="2">In-Training Evaluation</td></tr>
<tr><td colspan="2">Milestone 1 Evaluation – conducted week 7 – 8 of the program

Milestone 2 Evaluation – conducted week 15 of the program (final week)</td></tr>
<tr><td colspan="2">Post-Training Evaluation</td></tr>
<tr><td colspan="2">Australian Council for Education Research (ACER) learner survey and ACER supervisor survey, conducted annually in February.</td></tr>
<tr><td rowspan="5">Award issued and SAP learning history record</td><td rowspan="5">List the award being issued and if the information will or will not be recorded on the participants Insight learning history.</td><td colspan="2">On successful completion of this learning package, participants will be awarded:</td></tr>
<tr><td colspan="2">POL41225 Certificate IV in Protective Services</td></tr>
<tr><td colspan="2">Will participants completion of this learning package be recorded on the participant's SAP/Insight learning history?</td></tr>
<tr><td colspan="2">☒ Yes

☐ No</td></tr>
<tr><td colspan="2">Will participants receive a certificate on their completion of the course?</td></tr>
</table>

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

		☒ Yes ☐ No

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Special conditions	List the special conditions required for the delivery and/or assessment of this learning package.	Are there special conditions required for the delivery and/or assessment of this learning package: ☒ Yes – if yes, please outline: Appropriate Operational Safety equipment and facilities including: • Firearms range • Appropriate soft fall training facility • Driver training track • Personal protective equipment ☐ No – if no, move to next section on Trainer/Assessor requirements.
Trainer/ Assessor requirements	List the trainer and/or assessor requirements for this learning package.	All trainers and assessors must meet the requirements for nationally recognised training outlined in the BPG on Trainer and Assessor Requirements.
Work health and safety	Review the work health and safety guidelines.	The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on work, health, safety and rehabilitation management arrangements and national legislation pertaining to work health and safety. s 47E(d) Has this been reviewed? ☐ Yes ☐ No
Risk Management (Area-Specific)	The (insert your work area/team name) has completed an AFP Risk Assessment Treatment Plan tailored to the unique operational context and learning environment of your area.	All identified risks associated with the development, delivery, and assessment of this learning package have been evaluated in accordance with the AFP National Guideline on Risk Management. The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on Risk Management. ☐ Low ☐ Medium ☐ Significant ☐ High ☐ Critical
Revalidation and skill maintenance requirements	List any revalidation and skill maintenance requirements for this learning suite.	NIL
Consultation undertaken	List name/ title/ position/ work area/ team of those consulted.	

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1- Evidence of Amendments / Continuous improvement activities

Date	Contact/Authorised by:	File path	List what has changed	Is there any impact to other document/s due to this amendment?	Continuous Improvement Register updated
				☐ Yes ☐ No If yes, please indicate impact:	☐ Yes ☐ No
				☐ Yes ☐ No If yes, please indicate impact:	☐ Yes ☐ No
				☐ Yes ☐ No If yes, please indicate impact:	☐ Yes ☐ No
…	…	…	…	…	…

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2 - Unit / Subject Table

	Curriculum Overview
	AFP Induction Week
	Subject/Unit
Lessons	ESS House Keeping
	SHIELD
	Vaccinations
	BSRV Fitting
	Fingerprinting
	IT Set Up
	Chaplains and Welfare
	Ceremonial and Protocol Introduction
	AFPA
	CPSU
	PRS Introduction
	Security Awareness
	RTO Information Session and Enrolment
	Uniform Ordering
	Media Awareness
	Marking and Communications
	Road to Mental Health Readiness (Lifeline)
	Study Skills
	AFP Legacy
	Police Journal
	Confidant Network
	Force Plate Testing
	Initial PCA
	Corporate Applications - iAspire, Moodle, Quintiq, Microsoft Teams, AFP Hub, Insight, Service Portal)
	Relocations
	Regional Engagement Session
	Introduction to Resilience (SHIELD)
	Phase 1 - Law and Legislation
	Subject
	Subject 1 - Introduction to Law
Lessons	1.1 Introduction to Legal Research
	1.2 Criminal Law in Australia
	1.3 Court Proceedings and Procedures
	Subject 2 - Principles of Criminal Responsibility
	2.1 Elements of an Offence
	2.2 Circumstances where there is no Criminal Responsibility (Defences)
	2.3 Proof of Criminal Responsibility
	2.4 Geographical Application/Jurisdiction
	Subject 3 - Evidence Law
	3.1 Introduction to Evidence Law
	3.2 General Rules about Giving Evidence
	3.3 Hearsay Rules
	3.4 Proof
	Subject 4 - PSO Powers
	4.1 Arrest and related Powers - AFP Act 1979
	4.2 Suspicion vs Belief
	4.3 Search Powers

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Lessons	4.4 Caution and Rights
	Subject 5 - Offences
	5.1 Indictable and Summary Offences (Categories)
	5.2 Offences against the Commonwealth (PSO)
	5.3 Aviation
	5.4 Public Order (Protection of Persons and Property) Act 1971
	5.5 Crimes (Internationally Protected Persons) Act 1976
	Phase 2 – PSO Practice and Application
	Subject
	Subject 6 - Judicial Process
Lessons	6.1 Contemporaneous Recording
	6.2 Witness Statements
	Subject 7 - Information Communications and Technology
	7.1 Radio Communications and Procedures
	7.2 PROMIS
	7.2.1 Introduction, Security and Set Up
	7.2.2 Create a Case
	7.2.3 Information Reports
	7.2.4 Use of Force Reports
	7.3 PROMIS Mobile
	7.4 Mobile Responder
	7.5 Minute Writing
	Subject 8 - Protective Security
	8.1 Introduction to Patrolling and Observation
	8.2 Access Control
	Subject 9 - Command and Control (ICCS+/C3)
	Subject 10 - Standards and Support
	10.1 Diversity, Equity and Inclusion in the AFP
	10.2 Drill
	10.3 Professional Standards Panel
	10.4 Resilience Sessions (SHIELD)
	10.4.1 Resilience Session 1 (Mental Health)
	10.4.2 Resilience Session 2 (Mental Health)
	10.4.3 Resilience Session 3 (Mental Health)
	10.4.4 Resilience Session 4 (Physical Health)
	10.4.5 Resilience Session 5 (Physical Health)
	10.4.6 Resilience Session 6 (Physical Health)
	10.5 Leading in the AFP (Leadership Centre)
	Subject 11 - Forensics
	11.1 Crime Scene Management
	11.2 Property Basics
	Phase 3 – Technical Skills
	Subject - Lesson
	Subject 12 - Coronial
Lessons	12.1 Managing Grief in the Frontline
	Subject 13 – Integrated Site Security (CPP Readiness)
	Subject 14 – Baseline Protective Security (ANZCTC)
	Subject 15 - Explosive and Hazardous Substances
	Subject 16 - Deception Detection and Observation (DDO)
	Subject 17 - Intelligence Led Patrolling
	Subject 18 - Hostile Reconnaissance Threat Assessment Workshop
	Subject 19 – Operational Response to Mental Health
	Subject 20 - Criminal Environment
	20.1 Foreign Interference
	20.2 Counter Terrorism

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

	20.3 Offences Relating to National Security
	20.4 Protection Assessment Team (PAT)
	20.5 Security Protection Diplomatic Liaison (SPDL)
	20.6 Fixated Person Operations (FPO)
	20.7 Intelligence
	Subject 21 - Preparedness Activities
	Subject 22 - Preparing for shift work (SHIELD)
	Operational Safety and Driver Training (OST & DT)
	Subject
Lessons	**Phase 1 Driver Training**
	Operational Safety Training (OST):
	OST 1 - Intro to OST and Glock
	OST 2 – Belt and Pouch Set Up
	OST 3 – Note Taking/Intro to Batons
	OST 4 – OC/Cuffs
	OST 5 – Search Techniques
	OST 6 – Issue CEW (Non-comply handcuffing)
	OST 7 – CO3
	OST 8 - Baton/OC/Handcuffs
	OST 9 – Search Non-Comply Handcuffing
	OST 10 – Body Worn Camera
	OST 11 – Intro into Defensive Tactics
	OST 12 - Glock Skills
	OST 13/14/15 - Glock Red/Blue Gun
	OST 16 - Glock Handling
	OST 17 - Glock Live Fire
	OST 18-22 - Indoor firearms/qual shoot
	OST 23-26 - CEW Program
	OST 27 - Negotiators (Tactical Communications)
	OST 28 – 37 - Defensive Tactics
	OST 38 – Defensive Tactics Partner Consolidation
	OST 39 – OC Exposure
	OST 40 – Skills review/Aircraft/LETT
	OST 41/42/43 – Combined Scenarios (formative and summative)
	OST 47/48/49/50 - TADS
	OST 51/52/53/54 - Active Armed Offender
	Public Order Management

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 3 – Assessment

Assessment Tasks			
Subject/Unit	**Formative**	**Summative**	**Assessment Technique**
Recruit Training Formative Assessments:			
PSOFORM01 - Road to the AFP	✓		
PSOFORM02 - Contemporaneous Recording	✓		
PSOFORM03 - Statement	✓		
PSOFORM04 - Scenario	✓		
PSOFORM05 - Holistic Scenario	✓		
PSOFORM06 - PROMIS Information Management Activity	✓		
PSOFORM07 - Self Reflection Task	✓		
PSOFORM08 - End of Course Self-Assessment	✓		
Recruit Training Summative Assessments:			
PSOASS01 – Law and Legislation Exam (Moodle)		✓	A
PSOASS02 – Powers and Offences Exam (Moodle)		✓	A
PSOASS03 – Final Exam (Moodle)		✓	A
PSOASS04 – Mid Course Personal Development and Self-Assessment		✓	C
PSOASS05 – Contemporaneous Recording		✓	D
PSOASS06 – Manage Access		✓	B
PSOASS07 – Statement		✓	C
PSOASS08 – Scenario		✓	B
PSOASS09 – Holistic Scenario		✓	B
PSOASS10 – Holistic Scenario		✓	B
PSOASS11 – PROMIS Information Management Activity		✓	D
PSOASS12 – Duty Student Minute and Handover		✓	C
PSOASS13 – AFP Values and Integrity Assignment		✓	C
PSOASS14 – Explosive and Hazardous Substances Exercise		✓	B
PSOASS15 – Hostile Reconnaissance and Patrolling Exercise		✓	D
PSOASS16 – Integrated Site Security Scenario		✓	B
PSOASS17 – Self Reflection Task		✓	C
PSOASS18 – Community Engagement Self Reflection Task		✓	C
Operational Safety and Driver Training Summative Assessments:			
OSCPASS01 – Powers, Compliance and Use of Force (iAspire)		✓	A
OSCPASS02 – Glock Handling Assessment		✓	B
OSCPASS03 – Final Scenarios		✓	B
10003660 – Operational Safety Assessment		✓	B
10003927 – Glock 17 & 19 Firearm		✓	B
10005878 – Tier 3 17/19 7390 ALS Holster		✓	B
10005601 – Tier 3 17/19 7377 ALS Holster		✓	B

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

10003927 – Defensive Tactics		✓	B
10006829 – TASER 7 (CEW Conducted Electrical/Energy Weapon)		✓	B
10006367 – Law Enforcement Trauma Training		✓	B
10008122 – Active Armed Offender		✓	B
10003663 – Public Order Management Operators Program		✓	B
DTPASS01 – AFP vehicle inspection pre drive checks assessment		✓	D
DTPASS02 – Vehicle operation activities assessment		✓	D
DTPASS03 – Cornering Lines Assessment		✓	D
DTPASS04 – Unsealed/dirt roads driving assessment		✓	D
DTPASS05 – Low-light/Night driving		✓	D
DTPASS06 – Navigation assessment		✓	D
DTPASS07 – AFP Patrol drive assessment		✓	B
DTPASS08 – Drive policing vehicles knowledge assessment		✓	A

Technique table

Examples of assessment techniques *may* include, but not limited to, observation of performance, questioning, workbooks, practical tasks, simulation, interviews, third party reports, etc. The assessment techniques used for this qualification and target group are as follows:

A	Exam
B	Practical scenario
C	Assignment
D	Practical task
E	Simulation
F	Verbal questioning

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Assessment Tasks

Recruit Training Formative Assessments

PSOFORM01 - Road to the AFP
PSOFORM02 - Contemporaneous Recording
PSOFORM03 - Statement
PSOFORM04 – Scenario
PSOFORM05 – Holistic Scenario
PSOFORM06 – PROMIS Information Management Activity
PSOFORM07 – Self Reflection Task
PSOFORM08 – End of Course Self-Assessment

Recruit Training Summative Assessments

PSOASS01 – Law and Legislation Exam (Moodle)
PSOASS02 – Powers and Offences Exam (Moodle)
PSOASS03 – Final Exam (Moodle)
PSOASS04 – Mid Course Personal Development and Self-Assessment
PSOASS05 – Contemporaneous Recording
PSOASS06 – Manage Access
PSOASS07 – Statement
PSOASS08 – Scenario
PSOASS09 – Holistic Scenario
PSOASS10 – Holistic Scenario
PSOASS11 – PROMIS Information Management Activity
PSOASS12 – Duty Student Minute and Handover
PSOASS13 – AFP Values and Integrity Assignment
PSOASS14 – Explosive and Hazardous Substances Exercise
PSOASS15 – Hostile Reconnaissance and Patrolling Assignment
PSOASS16 – Integrated Site Security Scenario
PSOASS17 – Self Reflection Task
PSOASS18 – Community Engagement Self Reflection

Operational Safety and Driver Training Summative Assessments

OSCPASS01 – Powers, Compliance and Use of Force (iAspire)
OSCPASS02 – Glock Handling Assessment
OSCPASS03 – Final Scenarios
10003660 – Operational Safety Assessment
10003927 – Glock 17 & 19 Firearm
10005878 – Tier 3 17/19 7390 ALS Holster
10005601 – Tier 3 17/19 7377 ALS Holster
10003927 – Defensive Tactics
10006829 – TASER 7 (CEW Conducted Electrical/Energy Weapon)
10006367 – Law Enforcement Trauma Training
10008122 – Active Armed Offender
10003663 – Public Order Management Operators Program
DTPASS01 – AFP vehicle inspection pre drive checks assessment
DTPASS02 – Vehicle operation activities assessment
DTPASS03 – Cornering Lines Assessment
DTPASS04 – Unsealed/dirt roads driving assessment
DTPASS05 – Low-light/Night driving
DTPASS06 – Navigation assessment
DTPASS07 – AFP Patrol drive assessment
DTPASS08 – Drive policing vehicles knowledge assessment

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 4 – Important links

Resource	Details	File Path
Risk Management	The owning work area is responsible for ensuring all learning complies AFP National Guidelines on Risk Management and Risk Assessment.	AFP National Guideline on Risk Management. Risk Assessment Treatment Plan
Continuous improvement	When completing the evidence of improvement document, please refer to this BPG.	The BPG on self-assurance and continuous improvement and Learning Evaluation Guide
Consultation undertaken	(List the title / position / work area / team / Command of those consulted).	Learning Design and Development (LDD) Team, Learning & Development Command (L&DC): s 22(1)(a)(ii) @afp.gov.au
Learning and Development Governance	The owning work area is responsible for ensuring all learning complies with Learning and Development Command governance.	*(Link to L&D Governance coming soon)*
...	...	...

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

AFP
AUSTRALIAN FEDERAL POLICE

Learning Package Overview
for
Federal Police Lateral Program

Commander/Manager	Commander Allison Buck Learning Command
Superintendent/Coordinator	Recruit and Regional Training Superintendent s 22(1)(a)(ii)
Work area / team	Work area/team responsible for all aspects of the learning package: Recruit and Regional Training - Recruit Training
Date overview created	June 2021
Endorsement expiry date	20 August 2024
Version control	Version 1.0 June 2021

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

© This document has been prepared by Australian Federal Police. The document is subject to copyright and all rights are reserved. The possession of, reproduction of any part, transmission in any form by any means, or storage in a retrieval system of any nature, is not permitted without the permission of the Learning Package Owner, Australian Federal Police or an AFP authorised approver.

Table of Contents

1. Purpose of the Learning Package Overview 4
2. Learning package description 4
3. Subject / unit table 4
4. Assessment table 4
5. Subject Guide 4
6. Key Learning outcomes 4
7. General Program Outcomes 5
8. Target audience 5
9. Prerequisite / mandatory requirements 5
10. Delivery method and learning duration 5
11. Participant numbers 7
12. Evaluation table 7
13. Continuous improvement process 7
14. Identified learning need 8
15. Consultation 8
16. Related learning packages 8
17. Exit points 8
18. Special conditions 9
19. Revalidation and skill maintenance requirements 9
20. Award issued and learning history record 9
21. Work health and safety 9
22. Risk management 10
23. Learning Command governance 10

Appendix 1.1 - ACT Policing Package – Unit 1 11
Appendix 1.1 - ACT Policing Package – Unit 1 cont. 12
Appendix 1.2 - Investigative Interviewing Program (IIP) – Unit 2 13
Appendix 1.3 - AFP Corporate Package – Unit 3 14
Appendix 1.4 - PROMIS Learning Package – Unit 4 15
Appendix 1.5 - Operational Safety Training – Unit 5 & Driver Training – Unit 6 16
Appendix 2.1 – Assessment Table: ACT Policing Package – Unit 1 17
Appendix 2.1 – Assessment Table: ACT Policing Package – Unit 1 cont. 18
Appendix 2.2 - Assessment table: Investigative Interviewing Program – Unit 2 **Error! Bookmark not defined.**

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2.3 - Assessment table: PROMIS Learning Package – Unit 3 19
Appendix 2.4 - Assessment table: Operational Safety Training – Unit 5 & Driver Training – Unit 6 20
Appendix 3 – Program Evaluation Table 21
Appendix 4 – Program Amendments Table 22
ATTACHMENT A: Current Mandatory iAspire Modules 23

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

1. Purpose of the Learning Package Overview

The Learning Package Overview (previously known as the Curriculum Overview) provides a summary of overarching information about the learning package.

2. Learning package description

To provide participants with previous policing experience the required knowledge and skills to perform the role of a General Duties Police Officer in the AFP.

3. Subject / unit table

The unit tables located at **Appendix 1** provide an overview of the units covered in this learning package.

4. Assessment table

The Assessment table located at **Appendix 2** provides an overview of the assessment that will be applied to the units contained within this learning package.

5. Subject Guide

Refer to the Subject Guide document for further information.

6. Key Learning outcomes

Completing this learning package will provide participants with the required skills, knowledge and capabilities to:

- Perform the role of a General duties Police officer with the AFP;
- Work independently when carrying out General duties policing;
- Explain and outline the rules of evidence;
- Identify, execute and demonstrate the application powers available to members of the AFP under the *AFP Act 1979* and the *Crimes Act 1900* (ACT);
- Identify offences and outline the specific legislation and/or regulations relevant to such offences within the General duties Policing environment;
- Create, assign and where appropriate finalise a case on PROMIS ensuring that all relevant information is added pursuant to relevant PROMIS procedures;
- Identify and explain AFP National Guidelines and Better Practice Guides in relation to AFP employment and policing related duties;
- Identify and utilise AFP forms and templates required for AFP employment and policing related duties;
- Outline the requirements for dealing with property and exhibits in accordance with National Guidelines, Standard Operation Procedures and Better Practice Guides; and
- Compile a brief of evidence in accordance with the rules of evidence and AFP Guidelines.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

7. General Program Outcomes

- Apply legislation and powers in an ACT policing context;
- Demonstrate professional policing practice and alignment with AFP Values in accordance with AFP policy and guidelines;
- Operate safely within a policing environment utilising AFP Operational Safety Training skills and techniques;
- Drive policing vehicles in accordance with AFP driving protocols; and
- Demonstrate competency in AFP reporting, administration and judicial processes.

8. Target audience

The identified target audience is:

- Australian State or Territory police officers with current or recent operational policing experience.

9. Prerequisite / mandatory requirements

The prerequisite / mandatory requirements required of participants include:

- Australian Citizen;
- hold a Diploma of Public Safety (Policing) or equivalent;
- minimum of three years operational policing experience;
- have not been separated from a jurisdictional policing role for more than five years;
- possess strong criminal investigation experience;
- demonstrated experience in community policing or specialised field (organised crime, counter terrorism, people smuggling or technology enabled crime);
- hold a Senior First Aid Certificate;
- obtain and maintain a Negative Vetting 1/Negative Vetting 2 security clearance;
- successful completion of an Employment Suitability Questionnaire (recruitment gateway); and
- Successful completion of an AFP online written assessment (recruitment gateway).

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

10. Delivery method and learning duration

The following table shows the delivery method and learning duration.

Refer to the Timetable for further information (**Attachment B**).

Delivery method	ACT POLICING PACKAGE	
	Days	Hours
Face to face	9.5	76.5
Supervised Assessment	2.5	19.5
Total	**16**	**128**

Delivery method	AFP CORPORATE PACKAGE	
	Days	Hours
Face to face	8.5	68
Supervised Assessment	0	0
Total	**8.5**	**68**

Delivery method	PROMIS LEARNING PACKAGE	
	Days	Hours
Face to face	1.5	12
Supervised Assessment	0	0
Total	**1.5**	**12**

Delivery method	*OPERATIONAL SAFETY TRAINING*	
	Days	*Hours*
Face to face	**refer to OST Curriculum Overview for details*	
Online		
On the job		
Coaching / mentoring		
Assessment		
Total	***9***	***72***

Delivery method	*DRIVER TRAINING*	
	Days	*Hours*
Face to face	**refer to OST Curriculum Overview for details*	
Online		
On the job		
Coaching / mentoring		
Assessment		
Total	**5**	**40**

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

11. Participant numbers

The following table indicates the minimum and maximum participant numbers and the instructor / participant ratio.

Minimum participant numbers	Maximum participant numbers	Instructor / Participant ratio
6	30	Delivery: 1:30 Assessment: varies depending on type of assessment (1:1 – 1:9)

It is important to note that Recruit Training are able to accommodate a maximum of 30 participants per course, but the following maximum participant numbers apply to other required disciplines:

- Driver Training: 15 participants per group;
- Operational Safety Training: 27 participants per group;
- Investigative interviewing: 27 participants per group; and

To exceed the maximum participant numbers will require additional resources, training staff and assessors and consideration given to amending course timetable and duration to accommodate additional participants.

12. Evaluation table

The Evaluation table at **Appendix 3** provides an overview of the evaluation methods and measures that will be applied to this learning package.

13. Continuous improvement process

To progress changes to an endorsed learning package the work area/team must complete and submit a 'Request for Change' form to the Learning Advisory Panel.

The continuous improvement process that will be applied to this learning package will be:

- Surveys/feedback opportunities provided to participants;
- Evaluation results are recorded, analysed and reported to Superintendent/Coordinator;
- Meeting will occur with Superintendent/Coordinator to determine what changes are to be actioned;
- 'Request for Change' form will be completed and submitted for authorisation:
  - proposed minor changes will be authorised by the Superintendent/Coordinator
  - Proposed major changes will be authorised by the Commander/Manager.
- Request for Change form will be submitted to the Learning Advisory Panel (LAP);
- LAP will notify the outcome of the request for change to the person who requested the change;
- Work area / team will update the learning package (including version control);
- Work area / team will record the change into their Continuous Improvement Register; and
- Revised learning package will be submitted to the LAP for record keeping purposes.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

14. Identified learning need

The identified learning need for this learning package is to:

- Revise the Curriculum Overview – Federal Police Lateral Program endorsed learning package dated March 2017.

15. Consultation

- Commander Learning and Career Development, Learning Command;
- Superintendent Recruit and Regional Training, Learning Command;
- Inspector Recruit and Regional Training, Learning Command;
- Team Leader Learning Standards and Assurance, Learning Command;
- Team Leader Operational Safety Training, Learning Command;
- Team Leader Recruit and Regional Training, Learning Command; and
- PROMIS Training and Future Strategies, Learning Command.

16. Related learning packages

- Federal Police Transition Program.

17. Exit points

Exit points are stages throughout the learning package where a participant can withdraw participation and still be awarded partial credit towards learning undertaken.

The exit points in this learning package are:

- There are no exit points in this learning package. Withdrawal from the program prior to completion will result in participants being found unsuitable for graduation and subsequent duties.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

18. Special conditions

The following special conditions are required for the delivery and/or assessment of this learning package:

- Participants must have completed the relevant selection pathways and attained the appropriate gateways in accordance with AFP Lateral Selection processes (as outlined above section 8);
- Classrooms with appropriate access to information and communications technology;
- An AFP approved firearms range;
- Facilities to support OST;
- Driver training track and associated facilities;
- Personal protective equipment;
- Appropriate facilities to enable scenario training;
- Additional staff, including role players and appropriately certified trainers and assessors for scenario based training and assessment days; and
- Operational police uniform and training accoutrements.

19. Revalidation and skill maintenance requirements

All AFP employees must undertake ongoing revalidation and skills maintenance training during the tenure of their employment, including but not limited to:

- Annual Operational Safety Assessment (OSA) revalidation is mandatory;
- Operational members who are deemed not yet competent in the OSA revalidation will have their use of force qualification revoked as per AFP guidelines until the member has re-qualified; and
- Revalidation of mandatory iAspire professional competency training, as per AFP guidelines and in line with performance development agreements.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

20. Award issued and learning history record

On successful completion of this learning package, participants will be awarded:

- AFP Certificate of Completion; and
- Sworn in as Police members as per the *Australian Federal Police Act 1979.*

21. Work health and safety

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on work, health, safety and rehabilitation management arrangements and national legislation pertaining to work health and safety.

s 47E(d)

22. Risk management

The owning work area is responsible for ensuring all learning complies with the AFP National Guideline on Risk Management.

A risk management plan is to be provided with the endorsed curriculum.

s 47E(d)

23. Learning Command governance

The owning work area is responsible for ensuring all learning complies with Learning Command governance.

Learning Command - AFP Hub

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.1 - ACT Policing Package

ACT Policing Package

UNIT 1

Interpreting & Applying ACT Legislation

Subject 1.1

ACT Legislation, Courts & Evidence

Lessons:

1.1.1 ACT Legislation
1.1.2 Jurisdiction & Geographical Nexus
1.1.3 ACT Court Processes
1.1.4 Rules of Evidence

Subject 1.2

Principles of Criminal Responsibility

Lessons:

1.2.1 Elements of Offences
1.2.2 Defences
1.2.3 Extensions of Criminal Responsibility

UNIT 2

Police Powers & Responsibilities

Subject 2.1

Apprehension & Rights

Lessons:

2.1.1 Suspicion vs Belief
2.1.2 Arrest Provisions
2.1.3 Caution & Part 1C Rights
2.1.4 Bail, Warrants, Summons & Subpoenas

Subject 2.2

General Police Powers

Lessons:

2.2.1 Search Powers
2.2.2 Stop, Search & Detain Powers
2.2.3 Entry Powers
2.2.4 Crime Scene Powers
2.2.5 Power to require name
2.2.6 ID Recognition Procedures
2.2.7 Taking Identification Material

UNIT 2 cont.

Police Powers & Responsibilities

Subject 2.3

ACT Specific Powers

Lessons:

2.3.1 Intoxicated Persons
2.3.2 Exclusion Powers
2.3.3 Noise Abatement Directions
2.3.4 Breach of the Peace

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.1 - ACT Policing Package cont.

ACT Policing Package cont.

UNIT 3
Offences

Subject 3.1

Offences against the person

Lessons:

3.1.1 Offences against the person

Subject 3.2

Offences against property

Lessons:

3.2.1 Offences against property

Subject 3.3

Street, Liquor & Drug Offences

Lessons:

3.3.1 Street & Liquor Offences

3.3.2 Drug Offences & DODA

UNIT 4
General Evidentiary Documentation & Processes

Subject 4.1

Statements

Lessons:

4.1.1 Police Statements

4.1.2 Obtaining victim & witness statements

Subject 4.2

Briefs of Evidence

Lessons:

4.2.1 Writing Statement of Facts

4.2.2 Mention Briefs

4.2.3 Hearing Briefs

4.2.4 Disclosure

UNIT 4 cont.
General Evidentiary Documentation & Processes

Subject 4.3

General Investigative Processes

Lessons:

4.3.1 ACT Policing Investigative Processes

Subject 4.4

AFP Minutes

Lessons:

4.4.1 Writing AFP Minutes

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.1 - ACT Policing Package cont.

ACT Policing Package cont.

UNIT 5
Investigation-Specific Evidentiary Documentation & Processes

Subject 5.1
Coroner's Team and Death Reports
Lessons:
5.1.1 Coroner's Team & Death Reports

Subject 5.2
Forensic Capabilities
Lessons:
5.2.1 Forensic Capabilities

Subject 5.3
Property and Exhibit Basics
Lessons:
5.3.1 Property & Exhibit Basics

UNIT 5 cont.
Investigation-Specific Evidentiary Documentation & Processes

Subject 5.4
Intel, Information Reports & Telco
Lessons:
5.4.1 ACTP Intelligence
5.4.2 Intelligence Reports (PROMIS)
5.4.3 Telecommunication Requests

Subject 5.5
Affidavits, Search Warrants & TPAs
Lessons:
5.5.1 Affidavit and Search Warrant Theory & Writing
5.5.2 Tactical Planning Assessments
5.5.3 Search Warrant Execution

UNIT 5 cont.
Investigation-Specific Evidentiary Documentation & Processes

Subject 5.6
Investigative Interviewing Program
Lessons:
5.6.1 Investigative Interviewing

Subject 5.7
National Overview (CPP & Surveillance only)
Lessons:
5.7.1 National Crime Types & Responsibilities
5.7.2 Legislation
5.7.3 Investigations
5.7.4 Support Areas

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.2 - AFP Corporate Package

AFP Corporate Package

UNIT 6

Organisational Policy, Culture & Administration

Subject 6.1

Administration

Lessons:

6.1.1 AFP Staff Induction
6.1.2 ICT setup (UOC, laptop)
6.1.3 Professional Development Agreement
6.1.4 AFP Hub
6.1.5 Insight/time recording
6.1.6 Investigators Toolkit

UNIT 6 cont.

Organisational Policy, Culture & Adminstration

Subject 6.2

Sworn New Member Programs

Lessons:

6.2.1 Capabilities of the AFP
6.2.2 Professional Standards
6.2.3 Health and Fitness
6.2.4 AFP Support Services
6.2.5 Values with Chaplin
6.2.6 Vaccinations
6.2.7 Cultural Awareness
6.2.8 Graduated Exposure to Death
6.2.9 Human Rights Awareness
6.2.10 Enhanced Mental Health Training
6.2.11 R2MR Training
6.2.12 Ceremonial & Drill Training

UNIT 6 cont.

Organisational Policy, Culture & Administration

Subject 6.3

iAspire

Lessons:

6.3.1 Completion of all mandatory iAspire modules*

For current list of mandatory iAspire modules, see **Attachment A*

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.3 - PROMIS Learning Package

PROMIS Learning Package

UNIT 7
PROMIS Basics

Subject 7.1
PROMIS Introduction

Lessons:
7.1.1 PROMIS application for access
7.1.2 What is PROMIS?
7.1.3 PROMIS Coordination Team
7.1.4 PROMIS Home
7.1.5 Create and Assign
7.1.6 Results Text Format (Basic Write Off)

Subject 7.2
Case Log

Lessons:
7.2.1 Add entity and linking
7.2.2 Documents
7.2.3 Seizures and Exhibits
7.2.4 Apprehensions (Summons) ACT

UNIT 7 cont.
PROMIS Basics

Subject 7.3
Case Management

Lessons:
7.3.1 Case Note Entries
7.3.2 Use of Force Reports
7.3.3 ManSigs
7.3.4 Tasking's and chasers
7.3.5 Op Support Requests
7.3.6 Information Reports
7.3.7 Changing Status, Case Transfers & Case Reactivation
7.3.8 File Requests

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 1.4 - Operational Safety Training & Driver Training

Operational Safety Training

**refer to OST Curriculum Overview documents for details.*

Driver Training

**refer to Driver Training Curriculum Overview documents for details.*

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2.1 – Assessment Table: ACT Policing Package

ACT Policing Package – Assessment Table

UNIT 1
Interpreting & Applying ACT Legislation

Assessment

- In-class participation
- Moodle Quizzes
- Evidentiary Rules Assignment

- Major Exam

UNIT 2
Police Powers & Responsibilities

Assessment

- In-class participation
- Moodle Quizzes
- Arrest Powers Assignment
- ACT Police Powers Compare & Contrast

- Part 1C Exam
- Major Exam

UNIT 3
Offences

Assessment

- In-class participation
- Moodle Quizzes

- Major Exam

- Scenario Day – Combination Offences

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2.1 – Assessment Table: ACT Policing Package cont.

ACT Policing Package – Assessment Table cont.

UNIT 4
General Evidentiary Documentation & Processes

Assessment

- Police Statement
- Victim Statement
- Witness Statement
- Statement of Facts (standalone)
- Mention Brief
- Hearing Brief
- Witness Subpoena Package
- Minute

UNIT 5
Investigation-Specific Evidentiary Documentation & Processes

Assessment

- Coroner's Death Report
- Affidavit
- Search Warrant
- Tactical Planning Assessment
- Witness - Cognitive Interview assessment
- Scenario Based Role Playing and Feedback
- Suspect - Conversation Management (Record of Interview Assessment)
- Question and Answer.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2.2 - Assessment table: PROMIS Learning Package

PROMIS Learning Package – Assessment Table

UNIT 8

PROMIS Basics

Assessments

- In-class participation
- Data entry relevant to lessons
- PROMIS Assignment

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 2.3 - Assessment table: Operational Safety Training & Driver Training

Operational Safety Training – Assessment Table

**refer to OST Curriculum Overview documents for details.*

Driver Training – Assessment Table

**refer to Driver Training Curriculum Overview documents for details.*

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 3 – Program Evaluation Table

Program Evaluation

PROGRAM EVALUATION

- End of Course Personal Development Self-Assessment
- End of Course Focus Group Workshop
- Three-month post-completion survey & feedback.

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Appendix 4 – Program Amendments Table

The following table is to be completed by the owning work area to record details of authorised amendments to the Learning Package Overview for version control purposes.

Authorised amendments must be progressed consistent with the Continuous improvement section of this document.

The Learning Advisory Panel **must** be contacted prior to making any changes to endorsed learning packages.

Version	Date amended	Authorised by (**refer above**)	Amendment details

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

ATTACHMENT A: Current Mandatory iAspire Modules

Current Mandatory iAspire Modules

AFP Mandatory:

- CRM: Introduction to Public Governance, Performance and Accountability Act;
- Official Online Activities
- Workplace Bullying.
- Armed Intruder Emergency Procedures (AIEP)
- AFP Security Awareness;
- AFP Work Health and Safety
- Australian Privacy Principles
- Information Management
- Fraud Control and Anti-Corruption Awareness
- Introduction to Professional Standards
- Performance Development Agreement (PDA)
- Secondary work or volunteering
- Cultural Competence – Pivotal for AFP Success

ACT Policing Mandatory:

- ACT Crime Scene Powers Legislation
- ACT Human Rights Legislation
- Australian Cybercrime Online Reporting Network (ACORN)
- Behavioural Indicators of Radicalisation for Frontline Police
- Controlled Operations
- Human Source Awareness Program
- Criminal Infringement Notices
- Human Trafficking Information & Awareness
- Property & Exhibits
- Mobile Responder

OST:

- Ballistic & Spike Rated Vests (BSRV)
- Immediate Action Rapid Deployment
- Operational Safety Training & Assessment
- Taser X2

Driver Training:

- AFP Driver Training General Road Law Knowledge Assessment
- DPVP Knowledge Assessment Phase 2
- Majura Driver Training Precinct Information

Post-Graduation (Local Procedures):

- ACTP Body Worn Camera Assessment
- Family Violence Evidence in Chief (FVEIC)
- Family Violence Risk Assessment Tool (FVRAT)
- National Domestic Violence Order Scheme (NDVOS)
- Requesting Officer Telecommunications Data

AFP College:

- AFP College Security Presentation
- Learning Command Philosophy Statement
- Plagiarism in Assessments
- AFP Gym Induction

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Holidays	*ANZAC DAY*
ACT only / QLD only / All	*ACT*
Daylight savings time	

Course Name	Start Date	End Date		MON - PH ANZAC DAY 27-Apr-26	TUE 28-Apr-26	WED 29-Apr-26	THUR 30-Apr-26	FRI 1-May-26
				WEEK 1				
SPP	START DATE	END DATE	Before hours				INITIAL PCA (0700 - 0800)	FORCE PLATE TESTING (0700 - 0900)
			8:00am	ANZAC DAY PH	Issue of ICT Equipment and ICT Setup	AFP Security Awareness 1hr 30min	Australia's legal system as it applies to the AFP	
			9:00am			SPP Official Opening		Search Powers
			10:00am				Commonwealth Jurisdiction	Elements of an Offence
			11:00am		* Aquaterro BSRV Fitting * ADA Uniform Fitting * Finger Printing * Vaccination/Bloods	Professional Standards Introduction	Arrest and related powers (Commonwealth)	Commonwealth Offences
			12:00pm			Workplace Issues and Lunch	Lunch	
			1:00pm			Introduction to SHIELD	Relocations 1/2	Lunch
			2:00pm			Diversity Equity and Part A & B Uniform Ordering	Corporate Applications - Credit card application & systems access check (IMS, PROMIS, etc), MS Teams, iAspire, Moodle, Insight Qualifications,	Part IC Crimes Act 1914
			3:00pm			ESS Housekeeping RT DET Team Introduction		
			After hours					

External Presenter / AFP Other Commands
Executive Attendance required
RT - Team 1
RT - Team 2
RT - Team 3
OSP - Driver Training
OSP - OST

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

		Labour Day				
		QLD				

SAT	SUN	MON	TUE	WED	THUR	FRI
		4-May-26	5-May-26	6-May-26	7-May-26	8-May-26
		WEEK 2				
	8:00am	Identification Evidence		AFP Welfare Officer Network (Welfare and	Group A and B: Investigative Interviewing - Cognitive Interviews	Group A: IIP Assessment / Group B: PROMIS/IMS Training
	9:00am	Aviation (COPAL) and Aviation Family Law	Police Statements	Intelligence and Support		
	10:00am	Decision Making	Witness statements			
	11:00am	Investigators Toolkit	Disclosure	Forensics		Informal Lunch 1/2 Barton College
	12:00pm	Lunch	Lunch			
	1:00pm	Investigation Doctrine	Statement of Facts/model brief			Group A: PROMIS/IMS Training / Group B: IIP Assessment
	2:00pm	Management of Investigations	Legal Professional			
	3:00pm		Introduction to PROMIS/IMS		Exam Revision	

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Informal lunch invites

- Australian Federal Police Association
- AFP Legacy
- Australian Police

SAT	SUN	MON	TUE	WED	THUR	FRI
		11-May-26	12-May-26	13-May-26	14-May-26	15-May-26
		WEEK 3				
	8:00am	Group A and B: Investigative Interviewing - Conversation Management	Group A: IIP Assessment	Group B: PROMIS/IMS Training	Major Exam	Risk Management & Tactical Planning Assessment	Incident Command and Controls System Plus (ICCS+)
	9:00am						
	10:00am				Financial Inquiries - CACT	Incident Command and Controls System Plus (ICCS+)	
	11:00am				Mutual Assistance		
	12:00pm		Lunch		Lunch		
	1:00pm		Group A: PROMIS/IMS Training	Group B: IIP Assessment	Technical and Covert Operations - s 22(1)(a)(ii)		
	2:00pm				Special Projects Capabilities		
	3:00pm	Exam Revision					
							SPIC Part One Exam

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

SAT	SUN	MON	TUE	WED	THUR	FRI
		18-May-26	19-May-26	20-May-26	21-May-26	22-May-26
		WEEK 4				
	8:00am	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics
	9:00am					
	10:00am					SPP 1/26 LETT
	11:00am					
	12:00pm	SPP 1/26 Vest Fit, Belt set-up, Majura/Tennant Induction & UoF Reporting in the AFP	SPP 1/26 CEW	SPP 1/26 CEW	SPP 1/26 CEW	SPP 1/26 CEW
	1:00pm					
	2:00pm					
	3:00pm					

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 198

SAT	SUN	MON		TUE		WED		THUR		FRI	
		25-May-26		26-May-26		27-May-26		28-May-26		29-May-26	
		WEEK 5									
	8:00am	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 18 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 19 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 20 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 21 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 22 Firearms
	9:00am										
	10:00am										
	11:00am										
	12:00pm										
	1:00pm										
	2:00pm										
	3:00pm										

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 198

		Reconciliation Day									
		ACT									
SAT	**SUN**	**MON - PH ACT Reconciliat**		**TUE**		**WED**		**THUR**		**FRI**	
		1-Jun-26		**2-Jun-26**		**3-Jun-26**		**4-Jun-26**		**5-Jun-26**	
		WEEK 6									
	8:00am	SPP 1/26 Group A - OST 18 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 19 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 20 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 21 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 22 Firearms	SPP 1/26 Group B - Driver Phase 1
	9:00am										
	10:00am										
	11:00am										
	12:00pm										
	1:00pm										
	2:00pm										
	3:00pm										

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 19

		King's Birthday				
		ACT				
SAT	**SUN**	**MON - PH Kings Birthday**	**TUE**	**WED**	**THUR**	**FRI**
		8-Jun-26	**9-Jun-26**	**10-Jun-26**	**11-Jun-26**	**12-Jun-26**
		WEEK 7				
	8:00am	SPP 1/26 TADS	SPP 1/26 TADS	SPP 1/26 AAO	SPP 1/26 AAO	Late start - formal dinner
	9:00am					
	10:00am					
	11:00am			Informal Lunch 2/2 Tennant St		SPP 1/26 AAO
	12:00pm					
	1:00pm			SPP 1/26 AAO		
	2:00pm					
	3:00pm					Media and the AFP
					Formal Dinner - placeholde	

Epaulette Ceremony with formal dinner

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	SUN
		15-Jun-26	16-Jun-26	17-Jun-26	18-Jun-26	19-Jun-26		
		WEEK 8						
	8:00am	Search Warrants: including 3LA Orders (2.1) Search Warrant Affidavits (2.2) Operational briefings TPA (2.7)	Search Warrants: including 3LA Orders (2.1) Search Warrant Affidavits (2.2)	Official Class Photo (half hour)	CMDR / AC Engagement	End of Course Feedback		8:00am
	9:00am			Official Portraits	Uniform inspection & final graduation check			9:00am
	10:00am			Graduation Practice	Graduation Ceremony			10:00am
	11:00am			Lunch				11:00am
	12:00pm			Mental Health Training	Lunch	Final Admin / Afternoon Travel		12:00pm
	1:00pm				Leading in the AFP			1:00pm
	2:00pm				End of Course Feedback			2:00pm
	3:00pm							3:00pm
			SPIC Part Two Exam					

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 19

				Labour Day QLD				
THUR	**FRI**	**SAT**	**SUN**	**MON**	**TUE**	**WED**	**THUR**	**FRI**
30-Apr-26	**1-May-26**			**4-May-26**	**5-May-26**	**6-May-26**	**7-May-26**	**8-May-26**
				WEEK 2				
INITIAL PCA (0700 - 0800)	FORCE PLATE TESTING (0700 - 0900)		8:00am	Identification Evidence		AFP Welfare Officer Network (Welfare and	Group A and B: Investigative Interviewing - Cognitive Interviews	Group A: IIP Assessment / Group B: PROMIS/IMS Training
Australia's legal system as it applies to the AFP	Search Powers		9:00am	Aviation (COPAL) and Aviation Family Law	Police Statements	Intelligence and Support - s 22(1)(a)(ii)		
Commonwealth Jurisdiction	Elements of an Offence		10:00am	Decision Making	Witness statements			
Arrest and related powers (Commonwealth)	Commonwealth Offences		11:00am	Investigators Toolkit - Kurt Kleber	Disclosure	Forensics		Informal Lunch 1/2 Barton College
Lunch			12:00pm	Lunch	Lunch			
Relocations 1/2	Lunch		1:00pm	Investigation Doctrine	Statement of Facts/model brief			Group A: PROMIS/IMS Training / Group B: IIP Assessment
Corporate Applications - Credit card application & systems access check (IMS, PROMIS, etc), MS Teams, iAspire, Moodle, Insight Qualifications,	Part IC Crimes Act 1914		2:00pm	Management of Investigations	Legal Professional			
			3:00pm		Introduction to PROMIS/IMS		Exam Revision	

Informal lunch invites

- Australian Federal Police Association
- AFP Legacy
- Australian Police

UNDER FOI ACT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE OFFICE OF INFORMATION

SAT	SUN	MON	TUE	WED	THUR	FRI
		11-May-26	12-May-26	13-May-26	14-May-26	15-May-26
		WEEK 3				
	8:00am	Group A and B: Investigative Interviewing - Conversation Management	Group A: IIP Assessment	Major Exam	Risk Management & Tactical Planning Assessment	Incident Command and Controls System Plus (ICCS+)
	9:00am		Group B: PROMIS/IMS Training			
	10:00am			Financial Inquiries - CACT s 22(1)(a)(ii) to ca s 22(1)(a)(ii)	Incident Command and Controls System Plus (ICCS+)	
	11:00am			Mutual Assistance		
	12:00pm		Lunch	Lunch		
	1:00pm		Group A: PROMIS/IMS Training	Technical and Covert Operations - s 22(1)(a)(ii)		
	2:00pm		Group B: IIP Assessment	Special Projects Capabilities s 22(1)(a)(ii) s 22(1)(a)(ii)		
	3:00pm	Exam Revision				
						SPIC Part One Exam

THIS DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 19

SAT	SUN	MON	TUE	WED	THUR	FRI
		18-May-26	19-May-26	20-May-26	21-May-26	22-May-26
		WEEK 4				
	8:00am	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics	SPP 1/26 Defensive Tactics
	9:00am					
	10:00am					SPP 1/26 LETT
	11:00am					
	12:00pm	SPP 1/26 Vest Fit, Belt set-up, Majura/Tennant Induction & UoF Reporting in the AFP	SPP 1/26 CEW	SPP 1/26 CEW	SPP 1/26 CEW	
	1:00pm					
	2:00pm					SPP 1/26 CEW
	3:00pm					

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 198

SAT	SUN	MON		TUE		WED		THUR		FRI	
		25-May-26		26-May-26		27-May-26		28-May-26		29-May-26	
		WEEK 5									
	8:00am	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 18 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 19 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 20 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 21 Firearms	SPP 1/26 Group A - Driver Phase 1	SPP 1/26 Group B - OST 22 Firearms
	9:00am										
	10:00am										
	11:00am										
	12:00pm										
	1:00pm										
	2:00pm										
	3:00pm										

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

SAT	SUN	MON - PH ACT Reconciliati		TUE		WED		THUR		FRI	
		1-Jun-26		2-Jun-26		3-Jun-26		4-Jun-26		5-Jun-26	
		WEEK 6									
	8:00am	SPP 1/26 Group A - OST 18 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 19 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 20 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 21 Firearms	SPP 1/26 Group B - Driver Phase 1	SPP 1/26 Group A - OST 22 Firearms	SPP 1/26 Group B - Driver Phase 1
	9:00am										
	10:00am										
	11:00am										
	12:00pm										
	1:00pm										
	2:00pm										
	3:00pm										

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 19

SAT	SUN	MON - PH Kings Birthday	TUE	WED	THUR	FRI
		8-Jun-26	9-Jun-26	10-Jun-26	11-Jun-26	12-Jun-26
		WEEK 7				
	8:00am	SPP 1/26 TADS	SPP 1/26 TADS	SPP 1/26 AAO	SPP 1/26 AAO	Late start - formal dinner
	9:00am					SPP 1/26 AAO
	10:00am					
	11:00am			Informal Lunch 2/2 Tennant St		
	12:00pm					
	1:00pm			SPP 1/26 AAO		
	2:00pm					
	3:00pm					Media and the AFP s 22(1)(a)(ii)
					Formal Dinner - placehold	
					Epaulette Ceremony with formal dinner	

SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	SUN
		15-Jun-26	16-Jun-26	17-Jun-26	18-Jun-26	19-Jun-26		
		WEEK 8						
	8:00am	Search Warrants: including 3LA Orders (2.1) Search Warrant Affidavits (2.2) Operational briefings TPA (2.7)	Search Warrants: including 3LA Orders (2.1) Search Warrant Affidavits (2.2)	Official Class Photo (half hour)	CMDR / AC Engagement	End of Course Feedback		8:00am
	9:00am			Official Portraits	Uniform inspection & final graduation check			9:00am
	10:00am			Graduation Practice	Graduation Ceremony			10:00am
	11:00am			Lunch				11:00am
	12:00pm			Mental Health Training - s 22(1)(a)(ii)	Lunch	Final Admin / Afternoon Travel		12:00pm
	1:00pm				Leading in the AFP			1:00pm
	2:00pm				End of Course Feedback			2:00pm
	3:00pm							3:00pm
			SPIC Part Two Exam					

THE DOCUMENT IS RELEASED BY AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT

Program	Outlook import? (Y/N)	Categories	Subject	Duration (hours)	Duration (minutes) - Formula	Comments	Subject Type	Delivery Branch	Mandatory requirement for completion/appointment	Is there a risk to the AFP/LDC identified if not delivered?
SPP	Y	Induction week	ESS House Keeping	0.25	15	Reduced by 5 mir	Compliance	Learning Command - Other		Y
SPP	Y	Induction week	Recruit Training Delivery Enabling Team Introd	0.25	15	Reduced by 5 mir	Corporate & Compliance	Learning Command - Other		N
SPP	Y	Induction week	OFFICIAL OPENING	1.00	60		Ceremonial & Protoco	Learning Comman	Y - 30 MIN	
SPP	Y	Induction week	SPP */26 Professional Standards Introductior	1.50	90		Corporate & Compliance	AFP - Other Comm	Y - SHORTEN	
SPP	Y	Induction week	Workplace Issues and Complaints Resolution	0.50	30		Corporate & Compliance	AFP - Other Commands		
SPP	Y	Induction week	Introduction to SHIELD Health and Fitness	1.00	60		Pysical Fitness & Skills	AFP - Other Commands		s 22(1)(a)(ii) NO FOLLOW UP
SPP	Y	Induction week	AFP Security Awareness	1.50	90	Reduced by 15 m	Corporate & Compliance	AFP - Other Comm	Y - SHORTEN	
SPP	Y	Induction week	Issue of ICT Equipment and ICT Setup	1.50	90	Reduced by 30 m	Corporate & Compliar	AFP - Other Commands		
SPP	Y	Induction week	BSRV & Uniform Fitting	8.00	480		Corporate & Compliar	External Contract		
SPP	Y	Induction week	Fingerprinting & Vaccinations	8.00	480		Corporate & Compliar	AFP - Other Commands		
SPP	Y	Induction week	AFP Welfare Officer Network (Welfare and Cha	0.50	30	Reduced by 30 m	Pastoral Care & Wellb	AFP - Other Commands		Y
SPP	Y	Induction week	AFP Legacy - 15 min	0.25	15		Corporate & Compliar	AFP - Other Comm	INFORMAL LUNCH	
SPP	Y	Induction week	Australian Police Journal - 15 min	0.25	15		Corporate & Compliar	Learning Comman	INFORMAL LUNCH	
SPP	Y	Induction week	Australian Federal Police Association (AFPA)	1.00	60	Yet to be fit into p	Corporate & Compliar	External Contract	INFORMAL LUNCH	
SPP	Y	Induction week	Part A&B Uniform Ordering	1.00	60	Reduced by 60 m	Corporate & Compliar	AFP - Other Commands		
SPP	Y	Lesson	Principle of Criminality - Overview	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Indictable and Summary Offences	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Commonwealth Jurisdiction	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Arrest and Related Powers	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Induction week	Relocations - session 1/2	1.00	60		Corporate & Compliar	AFP - Other Commands		Y
SPP	Y	Induction week	Relocations - session 2/2	1.00	60		Corporate & Compliar	AFP - Other Commands		TENNANT ST
SPP	Y	Induction week	Corporate Applications	1.50	90	Reduced by 90 m	Corporate & Compliar	Recruit Training	COMBINE WITH QUINTIQ	
SPP	Y	Induction week	Quintiq	0.50	30	Reduced by 30 m	Information, Commur	Recruit Training		
SPP	Y	Lesson	Offences Against the Commonwealth	3.00	180		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Identification Material	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Investigations Doctrine	2.00	120		Investigations & Case	Recruit Training		drop to one hour
SPP	Y	Lesson	Search	1.00	60		Law & Legislation	Recruit Training		
SPP	Y	Lesson	Part 1C	3.00	180		Law & Legislation	Recruit Training		
SPP	Y	Induction week	3.3.5 Diversity Equity and Inclusion in the AFP	0.50	30		Corporate & Compliar	AFP - Other Comm	ENSURE IASPIRE	

THE DOCUMENT IS THE PROPERTY OF THE AUSTRALIAN FEDERAL POLICE AND IS LENT TO YOU UNDER THE FREEDOM OF INFORMATION ACT 1982

SPP	Y	Lesson	Aviation (COPAL) and Aviation Family Law	1.00	60		Law & Legislation	Recruit Training	
SPP	Y	Lesson	Investigations Management	2.00	120		Investigations & Case	Recruit Training	
SPP	Y	Lesson	Investigations Plans/EPM	3.00	180		Investigations & Case	Recruit Training	
SPP	Y	Lesson	Police Statements	1.00	60			Recruit Training	
SPP	Y	Lesson	Contemporaneous Recording in the AFP	0.50	30			Recruit Training	
SPP	Y	Lesson	Witness Statements	1.00	60			Recruit Training	
SPP	Y	Lesson	Disclosure	1.00	60			Recruit Training	
SPP	Y	Lesson	Legal Professional Privilege	1.00	60				
SPP	Y	Lesson	Introduction to PROMIS	1.00	60		Information, Commur	Recruit Training	
SPP	Y	Lesson	Statement of Facts / model brief	2.00	120			Recruit Training	
SPP	Y	Lesson	Decision Making	1.00	60			Recruit Training	
SPP	Y	Lesson	2.2 Investigative Practice (overview) and 2.4 Ju	3.00	180		Investigations & Case	Recruit Training	
SPP	Y	Lesson	Risk Management	2.00	120			Learning Comman	Y
SPP	Y	Workshop (less	Incident Command and Controls System Plus	13.00	780	SoC to include ar	Operational Skills & Ta	Learning Comman	Y
SPP	N	Lesson	Investigative Interviewing - Cognitive Interview	6.50	390		Investigations & Case	Recruit Training	
SPP	Y	Assessment	Major Exam Revision - Session 1/2	1.00	60		Law & Legislation	Recruit Training	N
SPP	Y	Assessment	Major Exam Revision - Session 2/2	1.00	60		Law & Legislation	Recruit Training	N
SPP	N	Assessment	Cognitive Interview Assessment	3.00	180		Investigations & Case	Recruit Training	
SPP	N	Workshop (less	Investigations Management Solution (IMS)	8.50	510		Information, Commur	Recruit Training	
SPP	N	Lesson	Investigative Interviewing - Conversation Mana	6.50	390		Investigations & Case	Recruit Training	Y
SPP	N	Assessment	Conversations Management Assessment	3.00	180		Investigations & Case	Recruit Training	Y
SPP	N	Workshop (less	PROMIS	3.00	180		Information, Commur	Recruit Training	
SPP	Y	Assessment	Major Exam	2.00	120		Law & Legislation	Recruit Training	Y
SPP	Y	Workshop (less	OST: Vest Fit, Belt & Pouch Set-up & Introducti	7.50	450	Confirming lesso	Operational Skills & Ta	Operational Safety	Y
SPP	Y	Workshop (less	OST: Defensive Tactics SPP Package	15.00	900		Operational Skills & Ta	Operational Safety	Y
SPP	N	Workshop (less	OST: Firearms SPP Package	37.50	2250		Operational Skills & Ta	Operational Safety	Y
SPP	Y	Workshop (less	OST: Threat Assessment Dynamics (TADS) SPF	15.00	900		Operational Skills & Ta	Operational Safety	Y
SPP	Y	Workshop (less	OST: Active Armed Offender SPP Package	22.50	1350		Operational Skills & Ta	Operational Safety	Y
SPP	Y	Workshop (less	OST: Conducted Energy Weapons (CEW/TASE	15.00	900		Operational Skills & Ta	Operational Safety	Y
SPP	N	Workshop (less	DT: Driver Training (incl. UDD) SPP Package	37.50	2250		Driver Training	Operational Safety	Y
SPP	Y	Lesson	Media Awareness	1.00	60	Yet to be fit into program			
SPP	Y	Lesson	Forensics Crime Scene Awareness	2.00	120		Forensic & Evidence M	AFP Other Commands	
SPP	Y	Lesson	Electronic Evidence	1.00	60		Forensic & Evidence Management		

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

SPP	Y	Lesson	Special Projects		2.00	120			Recruit Training
SPP	Y	Lesson	Controlled Operations		4.00	240			
SPP	Y	Lesson	Search Warrants including 3LA Orders (2.1) Se		15.00	900		Investigations & Case	Recruit Training
SPP	Y	Induction week	Official Class Photo (half hour)		0.50	30	No change	Ceremonial & Protoco	Learning Command - Other
SPP	Y	Induction week	Official Portraits		1.50	90	No change	Ceremonial & Protoco	Learning Command - Other
SPP	Y	Induction week	Graduation Practice		2.00	120	No change	Ceremonial & Protoco	Learning Command - Other
SPP	Y	Lesson	Capability Delivery Model (3.1)		2.00	120			
SPP	Y	Lesson	Intelligence for Investigators (3.3)		2.00	120		Investigations & Case	Management
SPP	Y	Lesson	Financial Investigations (3.2)		3.00	180		Investigations & Case	Management
SPP	Y	Induction week	Assistant Commissioner Engagement		1.00	60	No change		Learning Command - Other
SPP	Y	Induction week	Uniform inspection & final graduation check		1.00	60		Ceremonial & Protoco	Recruit Training
SPP	Y	Induction week	Graduation Ceremony		2.00	120	No change	Ceremonial & Protoco	Recruit Training
SPP	Y	Lesson	Leading in the AFP		1.00	60			Learning Command - Other
SPP	N	Lesson	End of Course Feedback / Final Admin		5.50	330		Corporate & Compliar	Recruit Training
SPP		Lesson	Human Source Management		1.00	60	Yet to be fit into program		AFP - Other Commands
SPP		Lesson	Overview of Cyber Investigations		1.00	60	Yet to be fit into program		AFP - Other Commands
SPP		Lesson	Overview of MAR		1.00	60	Yet to be fit into program		AFP - Other Commands
SPP		Lesson	Overview of SRG		1.00	60	Yet to be fit into program - also needs na		AFP - Other Commands
SPP		Induction week	Informal Lunch 1/2		1.00	60	Reduced by 30 min (would normally allo		Recruit Training
SPP		Induction week	Informal Lunch 2/2		1.00	60			Recruit Training
SPP		Assessment	Search Warrant Assessment Submission	TBC		#VALUE!	Submit online for	Investigations & Case	Recruit Training
SPP		Assessment	Moodle CIP Equivalent Exam	TBC		#VALUE!	Confirm if exam a	Investigations & Case	Recruit Training
SPP		Induction week	Commander Engagement		1.00	60	Yet to be fit into program		Learning Command - Other

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

39 day program @7.5hrs per day	292.5 HRS
CURRENT CONTENT	315.5 HRS

SUBJECT TYPE	
Corporate & Compliance	33.5
Ceremonial & Protocol	8
Pastoral Care & Wellbeing	0.5
Information, Communictions & Technology	13
Pysical Fitness & Skills Conditioning	2
Driver Training	37.5
Law & Legislation	17
Investigations & Case Management	49
Operational Skills & Tactics	125.5
Forensic & Evidence Management	2.5
Uncatagorised	27.5

DELIVERY TEAM	
RRT - TM1	17
RRT - TM2	52.5
RRT - TM3	13
Program/Delivery Manager	12
Shield Team 4	
OSP - Driver Trainers	37.5
OSP - OST	112.5
AFP - Corporate SMEs	15
AFP - Operational SMEs	15
External Contract	17
Executive/Mentor	3
Uncatagorised	20

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982

Still to be considered/calculated:

Travel time (bus to OST and back)

iAspire

Additonal revision/assignments

PT sessions

Formal Dinner

DELIVERY BRANCH	
Recruit Training	95
Operational Safety Practice	150
Learning Command - Other	24.5
AFP - Other Commands	24
External Contract	9
Uncatagorised	14

IMPACT TO CIP QUAL	
For qualification only	
Would be taught either way	
No impact / NA	

IMPACT TO APPOINTMENT	
Compulsory to graduate	
No impact / NA	

THE DOCUMENT IS RELEASED BY THE AUSTRALIAN FEDERAL POLICE UNDER THE FREEDOM OF INFORMATION ACT 1982