



Tasmania Police

INTRODUCTION TO THE RECRUITING PROCESS

ACCEPT THE CHALLENGE

General Requirements:

- TASMANIA POLICE requires applicants to meet high ethical and professional standards;
- Minimum age of 18 years;
- Must hold a current manual driver's licence (*provisional is acceptable*);
- Must have Australian citizenship or permanent residency status;
- Must pass a medical examination, including eyesight and hearing;
- Prior to being appointed to a trainee course, applicants must obtain a current First Aid Certificate and Police Rescue Award

Prior to submitting a full application and participating in the selection process, applicants must submit the 'Application to Undertake Examination for Appointment'. Suitable candidates will be invited to undertake the examination, which consists of a job suitability test, spelling, word usage and punctuation.

Applicants who successfully complete the initial examination will be forwarded a full application package consisting of the 'Application for Appointment' and 'Applicant Information Brochure'. Also included will be advice on how to complete the application components further details for obtaining the 'Police Rescue Swimming Award' and First Aid Certificate. Suitable applicants will then be invited to attend an Assessment Day.

Prior to the Assessment Day applicants should make every effort to research the role of a police officer. Consideration should be given to the nature of duties undertaken within policing by speaking to police officers and/or staff at Tasmania Police Recruiting Services. Applicants are also advised to read the Department of Police and Emergency Management [Strategic Directions Framework and Business Plan](#) for the current year, which can be accessed on the Tasmania Police website.

ASSESSMENT DAY

Applicants who are invited to an Assessment Day will be required to undertake a preliminary medical examination. This is to ensure that the applicant is physically fit to undertake all Assessment Day activities. The Assessment Day consists of a range of assessable activities involving:

- Physical fitness test;
- Operational skills exercise;
- Conflict resolution;
- Role playing (situational testing);
- Public speaking (presentations to assessors);
- Group problem solving exercises;
- Formal interview.

The members of the Selection Panel will be present throughout the day and will be assessing applicants on the relevant **Selection Criteria**.

Applicants may also be presented with unexpected role playing scenarios in which they will be required to manage and will be assessed on throughout the day.

PHYSICAL FITNESS ASSESSMENT

As part of the Assessment Day, applicants will be required to undergo a physical fitness assessment and should note that **previous applicants have found the Chin-ups and Progressive Shuttle Run to be the most difficult components of the assessment.** Further advice is available from Recruiting Services. The following outlines the minimum standards:

1. BODY MASS INDEX (BMI) - Minimum – For all ages and genders, must be between 20-29.9.

2. STRENGTH AND ENDURANCE

➤ **Pushups (maximum in 60 secs)** - All ages: Females x 3, Males x 20

➤ **Chin-ups**

Age	18-29	Females	x	1	Males	x	8
Age	30-39	Females	x	1	Males	x	7
Age	40-40+	Females	x	1	Males	x	6

➤ **5 Handgrip Test**

Females:	39yrs and under x25	40yrs and over x24
Males:	all ages x45	

➤ **5 Stage Sit-up Test**

Males and females must reach level 3 (of 5 levels) to pass. The test requires a participant to do one sit up at each stage with arms in varying positions and feet must remain on the ground at all stages.

➤ **Partial Curl Ups**

Repetitions in 60 seconds

Females:	30yrs x16	31-39yrs x10	40yrs and over x7
Males:	under 30yrs x22	31-39yrs x17	40yrs and over x12

3. FLEXIBILITY

➤ **Sit and Reach Test**

Level of flexibility

Females:	under 30yrs	+4	31yrs and over	0
Males:	under 30yrs	+2	31yrs and over	0

➤ **Shoulder Over and Under Test**

Females:	19.4
Males:	10.2

➤ **Progressive Shuttle Run (beep test)**

In this test applicants run 20 metres, prop, turn and run again when a 'beep' sounds. The time between the 'beep' decreases every minute. This means an applicant will run slowly at the beginning and have to increase running speed to keep up with the 'beep'. The test is finished when the applicant can no longer keep up the pace dictated.

Performance standard to be obtained

Females:	all ages - level 6.2		
Males:	under 30yrs - 8.8	31-39yrs - 8.4	40yrs and over - 7.8

Following the completion of the Assessment Day, successful applicants will be notified and provided with advice on the progression of their application. Unsuccessful applicants will be notified accordingly. **PLEASE NOTE:** applicants will **not** be provided with feedback about their performance during any stage of the selection process.

Applicants who are considered suitable will be placed in a Selection Pool and will be required to ensure that medical examinations are completed expeditiously and prerequisites are obtained. **No offer of appointment is made at this stage.**

MEDICAL EXAMINATION

Applicants progressing post Assessment Day will be required to undertake a pre appointment medical examination, including hearing and eyesight tests. Recruiting Services will provide the necessary medical documentation when required. **Please be advised,** that applicant's are responsible for payment of all medical examinations.

The minimum eyesight requirements are:

- binocular visual acuity 6/6 and no less than 6/12 in the worst eye;
- if visual aids are required to meet this standard, then the applicant must possess one pair of contact lenses and one pair of spectacles, which allow him/her to meet the acuity standard;
- normal colour vision.

The progress of each application depends on many factors, therefore the time taken to finalise an application will vary significantly depending on the circumstances of the applicant. Applicants will be kept informed of the progress of their application and advised of what action is to be taken at each stage.

The progression of your application is conditional upon you maintaining appropriate standards of behaviour. Applicants are to abide by the laws of Tasmania, those of any other Australian State or Territory, and any other Country.

The applicant is to advise Recruiting Services of any changes to their work or study status as it transpires.

TRAINING

Training Courses are approximately 34 weeks in duration and are held at the Tasmania Police Academy at Rokeby. On successful completion of training, constables are posted to Hobart, Launceston, Devonport or Burnie.

Police trainees are paid \$40,708. From then, first year constables graduating to a 24 hour rotational shift work police station, receive 27% penalty allowance with an earning capacity of \$58,021

Applicants are encouraged to contact the Recruiting Services on free call 1800 628 680 (from any land line within Australia) for general advice or assistance. Applicants are strongly encouraged to monitor the Tasmania Police website www.police.tas.gov.au

Completed applications are **NOT** to be stapled or bound and should be forwarded to Recruiting Services, Ground Floor, 47 Liverpool Street, HOBART TAS 7000

Yours sincerely

G. A. KEATING

Inspector

Tasmania Police Recruiting Services