



Selection Criteria

ESSENTIAL SELECTION CRITERIA

ESC1 Demonstrated high level of personal integrity, emotional stability and professionalism.

Explanatory Note

There is an expectation that police will undertake their duties in a professional and ethical manner, and with the integrity required to ensure the public's confidence in its police service. It is therefore essential that officers individually possess, maintain and develop ongoing personal performance standards and competence; manage personal work priorities; assist and support other personnel; and maintain physical and emotional health.

KEY SELECTION CRITERIA

KSC1 Ability and willingness to acquire sound knowledge of laws, regulations, policies and procedures relating to the duties of a police constable.

Explanatory Note

Police are required to serve the community by undertaking operational patrols, responding to situations to enforce laws and/or maintain public order, exercise police powers, investigate incidents or offences, and prepare and present evidence in a judicial or quasi-judicial setting. They must possess a sound knowledge of laws, regulations, policies and procedures. This is to enable them to competently assess and preserve crime/incident scenes, conduct and assist in investigations and exercise police powers such as searching of persons, property and vehicles, dealing with suspects and victims of crime and arresting persons.

KSC2 Ability to maintain effective working relationships with colleagues and members of the broader community, and respond to direction and instructions when necessary.

Explanatory Note

Police are required to participate in teamwork and contribute to team morale. They need to be responsive to direction and instruction, particularly during operational emergency situations. They are required to provide the public with service and support and respond to various types of clients in a fair and equitable manner. They require the ability to assess situations and to take into account the needs and characteristic of factors such as age, gender, racial, cultural and social background and to use conflict resolution and negotiation skills to address issues/incidents.

KSC3 Demonstrated reasoning and analytical ability required to research problems thoroughly, make decisions and carry out complex tasks to completion.

Explanatory Note

In providing the public with service and support, police require analytical and problem-solving skills to enable them to evaluate situations, to assess behaviours of people and determine and/or implement appropriate reaction/response strategies. They must utilise problem-solving techniques to observe, assess and classify human behaviour in terms of custodial risks, to protect persons from harm or further casualty and to deal with uncooperative/aggressive people.



KSC 4 & 5

Explanatory Note

These selection criteria are not assessed during the panel interview.

KSC6 Demonstrated effective oral and written communication skills and ability to negotiate and resolve conflict under different situations.

Explanatory Note

Police must have a sufficient degree of oral and written communication skills to give evidence, gather and record information from the community, take and compile statements, conduct interviews and exchange information with others. Police also provide the public with service and support, therefore they require a sufficient degree of communication skills to enable them to liaise and negotiate with, and respond to various types of clients in a fair and equitable manner. They require the ability to assess situations and adopt communication strategies tailored to the identified audience, giving consideration to social, cultural, gender and age issues; as well as utilising conflict resolution and negotiation skills to address issues/incidents.

ADDITIONAL INFORMATION

In addition, there are other considerations that are not included in the selection criteria, but nevertheless are relevant to the performance of general duties policing. These important factors are included in this document as police officers need to be prepared to:

Perform duties in varying and diverse locations throughout Queensland

Queensland Police Service officers must be prepared to serve in any of the police stations/establishments (approximately 330) throughout the State during their service. They may be transferred to a variety of locations that include larger centres in the south eastern corner, provincial cities, coastal, inland and/or rural towns, and small and remote isolated communities.

Perform shiftwork

At most police stations general duties police officers are required to perform rostered shift work 24 hours a day. Generally, each standard shift is 8 hours and there is a minimum of a 10 hour break between shifts.

Although rosters vary between stations, standard shifts operate between 6 am and 4 pm (day shift); 2 pm to 12 midnight (afternoon/evening shift); and 10 pm to 8 am (night shift) with start and finish times varying between these hours.

Shiftwork can have lifestyle implications. For example, shiftwork may:

- be disruptive to family life, and it may present difficulties for family members; and
- limit the ability to participate in regular social, sporting, and study activities.

Face socialisation, cultural, organisational and management issues

There are many attractive aspects of working for the Queensland Police Service however, police officers may face situations where they are isolated and/or may be exposed to challenging circumstances which require social and cultural maturity.



New police officers may find dealing with aspects of police culture both rewarding and challenging. They may find themselves questioning organisational and management decisions, or experience difficulty in understanding certain management directions.

It must be understood that the reasons for current police culture and management style are a combination of community expectation, legislative requirements, and organisational culture including historical factors. These factors combine to make a complex environment where decisions are made in the interests of serving the Queensland community in a fair and equitable manner.

Deal with public perceptions of police and policing

While most citizens have favourable impressions of police, this is not always the case. The Queensland community is diverse in terms of gender and age, and racial, cultural and social backgrounds. All members of the community have perceptions of police and policing and many have preconceived ideas or have formed opinions based on their experiences with police. While community opinions are generally positive, it is not uncommon for people to have extremely negative views of police. Additionally, it is not uncommon for members of the community to react to police in a fearful or non-cooperative way.

Attend traumatic incidents (eg accident, fatality, and child abuse situation)

During patrols, a police officer may encounter and be expected to deal with occurrences ranging from an assault to a noise complaint, fires, burglaries and natural disasters. They are sometimes called upon to attend traumatic incidents such as serious and fatal motor vehicle accidents, murders, drownings and child abuse situations.

Although a range of personal trauma strategies are in place to assist police in dealing with such incidents, individual officers must be mentally prepared to professionally manage traumatic situations to completion.

Perform duties in varying work conditions

Police officers are required to work in varying work conditions. In undertaking their duties they may encounter extreme weather, difficult terrain, varying road conditions and be involved in arrests or detention of persons, and search and rescues that are hazardous in nature.

Statement of Ethics

As a member of the Queensland Police Service I have a duty to:

- Protect life and property;
- Preserve the peace;
- Prevent offences;
- Detect and apprehend offenders; and
- Help those in need of assistance.



At all times,

I will carry out my duties without fear or favour, malice or ill will;

I will act honestly and with the utmost integrity;

I will make every effort to respect and uphold the rights of all people in the community regardless of race, social status or religion;

I will strive for excellence and endeavour to improve my knowledge and professionalism;

I will keep confidential all matters which I may learn in my official capacity, except as necessary in the course of my duties;

I will practise self-discipline in word and deed both on and off duty;

I will resist the temptation to participate in any activity which is improper or which can be construed as being improper;

I will not misuse my office for personal gain;

I will accept responsibility for my own actions and for acts which I may order;

I accept the desirability of these ethics as an integral part of my personal and professional life.

Hints

It is suggested that at the interview applicants should:

- provide specific examples which demonstrate how they satisfy each of the selection criteria;
- be straightforward and honest;
- volunteer or present information/documentation to support their case;
- present themselves in a positive manner;
- listen carefully;
- ask for clarification where necessary and/or for the question to be repeated;
- and ask for clarification where necessary; and
- keep to the point and avoid the temptation to over elaborate.