

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN FEDERAL POLICE

Question No. 122

Senator Ludwig asked the following question at the hearing on 31 October 2006:

How many new Solomon Island police officers have been trained under the Regional Assistance Mission to the Solomon Islands (RAMSI) and are they also available?

The answer to the honourable senator's question is as follows:

Since its inception in July 2003, RAMSI, primarily through the Participating Police Force (PPF), has assisted the Solomon Islands Police Force (SIPF) in training a total of 187 new recruits. The following table highlights the breakdown of new recruits for each calendar year and those who have subsequently left the SIPF.

YEAR	TRAINED	DISCHARGED	TOTAL STILL SERVING
2004	59	2	57
2005	103	2	101
2006	25	1	24
TOTAL	187	5	182

Training began for the first new SIPF recruits in 2004. All training conducted after the commencement of RAMSI, but prior to 2004, was training of police officers who were already serving in the SIPF.

Training at the SIPF Academy since the inception of RAMSI has been conducted by SIPF Trainers under the tutelage of RAMSI Advisers. This advisory role was taken over from Law & Justice Sector AusAID advisors in December 2003 with the placement of a NZ Police Officer in the position of Academy Commandment.

There are currently nine RAMSI Advisers working at the SIPF Academy. The focus of this RAMSI involvement at the SIPF Academy has been to:

- enhance the skills of the SIPF Trainers;
- improve the quality of training, provided to both Recruits and serving officers in a sustainable way;
- more accurately target the training to address identified policing skills gaps; and
- develop the Academy as a sustainable recognised learning institution within the SIPF.

The Direct Entry Recruit Course incorporates 31 modules which can be summarised as follows;

- Core Policing Skills, including:
 - Workplace Safety;
 - Initial enquiry methodologies;
 - Effective communication;

- Gathering and recording information; and
- Docket management.
- Required Administrative Functions;
- Giving Evidence in a Court or Judicial proceeding;
- Procedures relating to persons in Care or Custody; and
- Management of own professional performance as it relates to Ethics and Integrity.

The Direct Entry Recruit Course is 16 weeks duration, with an additional week of Operational Safety Training incorporated into the program.

The Direct Entry Recruit Course is a stand alone program to provide new members of the SIPF with the skills and knowledge required to undertake a further two year Probationary Constable Management Program, which follows recruit training. Probationary Constables are rotated through various work areas over their two year probation period, during which time they are mentored in the workplace by local SIPF (with the assistance of PPF) and their skills and knowledge is assessed and recorded. This workplace assessment is recorded in the members' workbook, together with comments by the Mentor/Supervisor. This workbook forms the basis for a Confirmation Report at the conclusion of their probationary period.

A major focus of the PPF is the development of SIPF members to enhance their skills and knowledge as operational police officers. This approach provides a sustainable platform for the ongoing development of the SIPF towards a professional policing body. The PPF provides ongoing mentoring, coaching and training of SIPF members in the workplace. The majority of this is conducted on an informal basis between PPF and SIPF members attached to various work areas. However, a number of formal training programs have either been developed or are currently under development for implementation in specialist policing areas.

Course and student data records are maintained by SIPF Academy Administrative staff. The following table indicates training courses undertaken by SIPF members since the arrival of RAMSI in July 2003:

Course Name	Courses conducted	Participant No.'s
Constables Courses	4 courses, 2003/04	124
Commissioned Officer Development	2 courses, 2003	28
Non Commissioned Officer Development	1 course, 2003	24
Trainers Workshop	1 workshop, 2004	15
Master/Engineer	12 courses, 2004/05	72
Fingerprint Analysis Course	1 course, 2005	5
Fingerprint and Crime Scene Awareness	3 workshops, 2006	23
Explosive Ordnance Device	1 course, 2006	12
Operational Safety Training	8 courses, 2006	131
CID program	3 courses, 2004 & 2005	62
CID skills upgrade workshops	3 courses, 2005/06	58

Course Name	Courses conducted	Participant No.'s
Sex Crime Investigation	2 courses, 2006	37
Middle Management	3 courses, 2006	31
Leadership Development Program	6 programs, 2006	121
Basic Intelligence Course	1 course, 2005	22
Pacific Regional Policing Initiative (PRPI), Instructor Development Program	2 programs, 2005/06	3
PRPI Train the Trainer	2 courses, 2005/06	46
PRPI Provincial skills refresher training	16 courses, 2005 & 2006	277
Train the Trainer	2 courses, 2005	34
Instructor Development	1 course, 2005	2
Domestic Violence, Provincial Workshops	6 courses, 2006	100
Docket Management Course	1 course, 2005	26
Prosecutors Qualifying Course	1 course, 2005	13
Computer Skills training (Microsoft)	5 courses, 2005	40
EEO Course	1 course, 2005	26
Computer Based Training Centre	18 programs, 2006	223
Institute of Public Administration and Management	11 programs, 2006	45
Policy and Planning Workshop	1 workshop, 2006	1
Emergency Management and Special Events Planning	1 course, 2006	2
Public Order Management	1 course, 2006	12
Civil Disorder	1 course, 2005	20
Coxswains (Class 6)	2004	38
Basic Sea Safety	3 courses, 2004/05/06	16
Boat Maintenance	1 course, 2006	14
Boarding Party	1 course, 2005	2
Close Personal Protection, Operational Safety Training	1 course, 2005	15
Basic Driving (Motorcade)	1 course, 2006	7
Forestry Legal Course	1 course, 2005	6
Firefighting (Basic)	2004	44
Firefighting (Refresher)	2005/06	110
Band/Musical Development Program	3 courses, 2003/04/05	6
Police Management Development Program (AIPM)	2 courses, 2005	4
University of South Pacific, Certificate in Policing	1 program, 2005/06	17
Communications Procedures	2004/05/06	37
Total(s)	>135 training programs	1,951

Programs under development include a Course for training SIPF members in Close Personal Protection and Public Order Management and Emergency Response. The driver training of SIPF members is an ongoing 12 month program. To date, 142 members have received full licences whilst 133 are presently undergoing on-the-job training.