









**From:** [Correspondence.Supt.RCT.Admin \[PCAP\]](#)  
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**Cc:** [Strategy and Performance Officer.AC.PCAP](#)  
**Subject:** FW: External review 313751 - your ref RTI/21789  
**Date:** Wednesday, 23 May 2018 13:59:03  
**Attachments:** [313751 - Ltr to agency.09.03.18.pdf](#)  
[image001.png](#)  
[RE RTI21789 Decision and Documents - Seven Network - Graduates Ratings.msg](#)  
[RTI 21789 Documents for Release - Spreadsheet of Ratings Stats.xlsx](#)

Good Afternoon

The additional information required by the media is a little harder to filter as most of them left for reasons other than performance. The below table summarised the additional information i.e. 4 x failures is a definite departure and 3 instigates show cause proceedings. The other failure counts are not relevant as many recruits may appear in the 0-2 failure categories. We have been unable to reproduce as per the original table, however we believe the below meets the intent. i.e. Performance, by gender, by failure rates...

**RECRUITS RESIGNED OR TERMINATED AFTER 01/01/16**

GENDER	TOTAL	4 FAILURES	3 FAILURES	2 FAILURES	1 FAILURE	0 FAILURE
male	18	1 (5.5% of total males)	2 (11.1% total males)	3	4	8
female	26	2 (7.7% of total females)	3 (11.53% females)	1	8	12

## Red denotes those exceeding tolerance  
 ## Yellow denotes borderline  
 ## Green denotes nil notable performance issues within program.

The following information is provided in response to the RTI/21789 request (Decision and documents – Seven Network – Graduates ratings) with respect to the Operational Training Services(OTS) areas (Policing Skills and Firearms Training).

POLICING SKILLS

The purpose of the Policing Skills (PS) is to prepare and equip police with the necessary skills, knowledge and capability to enable them to deal with policing incidents safely, efficiently and effectively. The training encompasses police operational skills and tactics and includes police task fitness and swimming.

Recruits must be aware of the relevant operational, legal and social constraints under which they will operate as a first year constable. Training needs to provide the requisite operational physical skills to ensure a safe environment both for themselves, their colleagues and the public. This course develops recruits' knowledge of the relevant policies, procedures and legislative requirements relevant when considering and adopting use of force and self-defence methods. The course also focuses on enhancing communication and decision-making skills. It teaches recruits how to conduct appropriate risk assessments by providing opportunities for them to practise a wide range of policing operational techniques in a supervised training environment. Recruits also learn how to adopt the essential care and maintenance procedures required for the efficient use of QPS issued accoutrements and the use of relevant PS personal protective equipment(PPE).

- Practical assessments in the Policing Skills are:

Phase	Phase 1	Phase 2	Phase 3
Assessment	<b>Gate 1 fitness assessment</b> (Beep test) Musculoskeletal tests (Push ups, bridge, hang test, step ups, box jump) <b>Gate 2 fitness assessment</b> (Urban Environment Simulator) Open hand / handcuff assessment Skills classes	<b>Gate 3 fitness assessment</b> , (Beep test, Environment urban simulator)  Skills classes	Scenario based practical assessments Taser users course Skills classes  <b>Gate 4 fitness assessment</b> , (Beep test and dummy drag)

Online assessments in the Policing Skills include:

Phase	Phase 1	Phase 2	Phase 3
Assessment	N/A	OC spray (OLP)	SUOF(OLP) CEW (OLP)

Phase 1 Policing Skills assessment

As part of Phase 1, Recruits receive training in the following operational skills and tactics:

1. Situational use of force
2. Tactical communications
3. Presence skills
4. Handcuff introduction
5. Open hand and handcuffing

To complete Phase 1, Policing Skills recruits must successfully complete the following assessment items:

Assessment Item	Pass mark												
Musculoskeletal tests 1. Bridge 2. Push ups 3. static hold (Hang test) 4. step ups 5. box jumps	Hold for 90 seconds 10 times on toes 3 seconds 40 step ups (20 each leg) 3 jumps at varied levels from boxed dais												
Beep test ( <b>Gate 1 assessment</b> )	Cardiovascular endurance assessment (Beep test) <table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Under 30 years</td> <td>= 8/6</td> <td>= 6/10</td> </tr> <tr> <td>30-39 years</td> <td>= 7/10</td> <td>= 6/5</td> </tr> <tr> <td>40+ years</td> <td>= 7/1</td> <td>= 5/7</td> </tr> </tbody> </table>		MALE	FEMALE	Under 30 years	= 8/6	= 6/10	30-39 years	= 7/10	= 6/5	40+ years	= 7/1	= 5/7
	MALE	FEMALE											
Under 30 years	= 8/6	= 6/10											
30-39 years	= 7/10	= 6/5											
40+ years	= 7/1	= 5/7											
Swim assessment	Complete 100 metres untimed clothed swim proficiency using one of 3 (or combination of the 3) recognised swimming strokes (Freestyle, breaststroke, survival side stroke) without stopping, (Only to be assessed if competency not achieved during APSAD or certificate obtained from recognised external swim proficiency provider)												
Open hand / handcuff assessment	Display satisfactory skill level in applying relevant techniques to a satisfactory standard.												
PS operational skills and tactics classes, (SUOF – open hand / handcuff techniques)	Display satisfactory skill level in applying relevant techniques.												

Phase 2 - Policing Skills assessment:

Recruits receive training in the operational skills and tactics, namely:

- CARE-scale
- Positional asphyxia
- Search person
- Watchhouse practices
- Motorised offenders
- Tyre deflation devices
- Search vehicle
- Edged weapons
- Closed hand tactics
- Release techniques/LBV
- Ground defence / restraint transitions
- Capsicum spray

- Batons
- Dealing with unconscious persons
- Revision of skills
- Scenario preparation

To complete Phase 2 Policing Skills Recruits must successfully complete the following assessment items:

Assessment Item	Requirements
Urban environment simulator (Gate 2 assessment)	Completed to a satisfactory level whilst in full operational attire and accoutrements. (refer below rationale)
Gate 3 assessment, (beep followed by urban environment simulator)	(Refer paragraph number 3), (completed consecutively with 20 mins break in between)
Capsicum spray (OC spray) theory	Complete Online Learning Product (OLP) (100%)
PS operational skills and tactics classes, (see above)	Display satisfactory skill level in applying relevant techniques.

Urban environment simulator rationale:

The QPS 'Urban Environment Simulator', as its name implies, is designed to simulate a suburban backyard or industrial complex foot chase. It is a purpose-built course, which includes a range of common obstacles e.g. walls, ramps, stairways, fences, balance and climbing structures that an officer may be required to negotiate whilst performing operational duties. It provides the recruit with the skills necessary to negotiate obstacles and complete the course as quickly, safely and efficiently as possible.

Recruits wear full operational attire, with the inclusion of duty belt, Load bearing Vest and dummy accoutrements, i.e. (Firearm, handcuffs, OC spray, baton, CEW and hand held radio with bungy cord). Recruits may wear their PS training tshirt, otherwise operational trousers and boots must be worn as they would operationally.

The course is a test of cardiovascular and muscular endurance, strength and co-ordination. The course is 240 metres in length and comprises of three sections:

- An 'out and back' sprint around a cone measuring 15 metres out and 15 metres back
- A series of obstacles including walls, steps, windows, fences and ramps - measuring 120 metres
- A run measuring 120 metres
- An operational exercise involving the restraint and verbal control of a training mannequin combined with radio communication.

To complete the course, the recruit must successfully negotiate all of the sections safely, efficiently and quickly. Recruits will be individually assessed and deemed Satisfactory (S) if they successfully negotiate all of the sections safely and efficiently:

- There will be no time requirement
- Recruits will have a maximum of 3 opportunities to attempt each obstacle in a **continuous** manner.
- There is to be no rest intervals between each attempt at a particular obstacle
- If a recruit fails to complete a specific obstacle, they will be deemed not yet satisfactory (NYS)
- Recruits can be stopped at any time if their conduct is deemed unsafe.
- Recruits are not permitted to walk during the 120m run component

Phase 3 - Policing Skills assessment

Recruits receive training in the following operational skills and tactics:

- Conducted Energy Weapon 2 x day course
- PS final assessable scenarios.
- Gate 4 fitness assessment

To complete Phase 3 Policing Skills, Recruits must successfully complete the following assessment items and have completed all operational skills classes and demonstrate a Satisfactory (S) standard in all phase 1 and 2 pre-requisite operational assessments:

Assessment Item	Requirements
Situational use of force	Complete OLP (100%)
Conducted Energy Weapon Course	Test 1: 100 % Test 2: 100%
1. OLP	Test 3: Display satisfactory skill level in applying relevant techniques
2. written exam	Test 4: Display satisfactory skill level in applying relevant techniques
3. TOET's	Test 5: Display satisfactory abilities in dealing with a non-compliant subject in the given scenario utilising skills and
4. target deployment	
5. scenario based assessment	

	tactics gained from the PS Conducted Energy Weapon Course
PS final scenario based assessment	Display competence in dealing with a non-compliant subject in the given scenario utilising skills and tactics gained from PS.
<b>Gate 4 fitness assessment, (Beep test, dummy drag)</b>	See rationale (Dummy drag – Drag x 2 x 75 kg dummies length of basketball court)

#### PS SCENARIOS

The rationale is to promote an understanding of officer safety concepts, identify and correctly apply appropriate UOF options in a job related context. To identify the requirement to use the minimum amount of force when restraining subjects and utilise various Policing Skills concepts and skills. Recruits will demonstrate their abilities in decision making, communication, presence and the appropriate and training compliant use of relevant operational skills and tactics to resolve any given policing incident. Recruits will then be required to articulate and justify their actions to also be deemed “satisfactory”.

To this extent, recruits (in pairs) are given three operational policing problems (scenarios) and must resolve the policing issues presented to them by using one or more SUoF methods. Generally, the recruit taking the lead role in the first scenario will take the second officer role in the next scenario. As both the scenarios and roleplaying are dynamic then—similar to real-world policing—the contact officer / second officer roles might change during the course of any scenario. It is expected though that both recruits should engage (with the role-player) to some degree during all three scenarios.

#### **Gate 4 fitness assessment**

Beep test assessment combined with the dummy drag assessment. The dummy drag assessment consists of untimed test whereby 2 x 75kg dummies are dragged (continuously without stopping) the length of the QPSA gymnasium.

#### FIREARMS TRAINING

With regards to the Firearm component of the Recruit course, the expectations of the participants to pass the course are the same, regardless of gender or age.

With regard to the shoots, all participants are required to attain the same level, regardless of gender or age. Should they be unsuccessful, they are given remedial shooting and reassessed. This reassessment policy is in line with the assessment policy across Recruit Training.

Apart from this, there is a scenario phase which utilises simmunition and both shoot and no shoot situations. In these scenarios there is an expectation of the autonomous behaviour and decision making which the Recruit is expected to attain – again regardless of gender or age.

The other area of assessment is in regards to safety. A Recruit can fail the Firearms course due to a lack of safety with the weapon. This may include but is not limited to – lasering themselves or others, finger on trigger when not appropriate as examples. Again this is regardless of gender or age and safety is of paramount importance, given the nature of the training.

Should a Recruit fail the Firearms Course, the matter is referred back to the Intake Coordinator with a recommendation they return to undertake another course. The Intake Coordinator has an overview of their progression through the program and will determine whether the Recruit will be returning to undertake the Firearms Course again or be subject of a Show Cause proceeding.

The Gates and expectations for successfully completing the course are:

Sessions/Assessments	Critical	Non critical
<b>Recruit Firearms Training (RFT) Course</b>		
<b>GATE 1</b>		
<b>Online Learning Product – Police Recruit Online Weapons Legislation Test (QC1127_01)</b>	100% pass rate	Multiple attempts.
Lecture Presentation – Theory <ul style="list-style-type: none"> <li>Use of Force</li> <li>Physiological Effects of</li> </ul>	Fail to attend/complete class	Nil



<p>Handgun Bullets</p> <ul style="list-style-type: none"> <li>• Use of Firearms Against Moving Vehicles</li> <li>• Body Worn Cameras</li> <li>• High Risk Appreciation &amp; Incident Management Theory</li> <li>• Verbal Control Theory</li> <li>• Approach, Entry &amp; Search Theory</li> <li>• Intro to DIST</li> <li>• Human Performance Under Stress</li> </ul>		
Lecture & Practical Lesson – Technical Specifications & Equipment Fitting	Fail to attend/complete class	Nil
Practical Weapons Lesson – Session 1 Safety Precautions	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- individual and collective safety precautions without a breach of safety or damage to equipment</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Weapons Familiarisation	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the safe handling of weapons</li> <li>- an ability to render safe a variety of rifles and shotguns</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Session 2A Fundamentals of Basic Pistol Craft	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the fundamentals of the QPS shooting system – Position, Control, Sights and Trigger</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Session 2B QPS Shooting System	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- an explanation and understanding of the 2 rules of prepping</li> <li>- the transition of the pistol from the shooting position at Step 1 to the holster at High Risk (HR) and from the holster at HR back to Step 1</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Session 3 Load & Unload	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- filling magazines by hand</li> <li>- filling magazines with the use of a magazine filler</li> <li>- load &amp; unload procedures</li> <li>- station procedures</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	Gate 13	
Practical Weapons Lesson – Session 4 Immediate Action & Stoppage Drills	Successfully demonstrate: <ul style="list-style-type: none"> <li>- the Immediate Action (IA) Drill</li> <li>- the Stoppage Drill</li> </ul> NYS if student commits safety breach/es pursuant to Assessment Gate 13	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 2</b>		
Initial Test of Elementary Training (TOET) Assessment	<ul style="list-style-type: none"> <li>- Successfully demonstrate station procedure load and unload and the IA and stoppage drills</li> <li>- NYS if student is unable to demonstrate the QPS shooting system within the range of correctness and without a breach of safety</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
Practical Lesson – Ballistic Vests & Load Bearing Vests Fitting	Successfully demonstrate: <ul style="list-style-type: none"> <li>- the correct sizing and fitting of ballistic vests (with ballistic plates) with load bearing vests</li> <li>- the correct sizing and fitting of ballistic vests (with ballistic plates) without load bearing vests</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Live-Fire Cognitive Phase Steps 1 & 2 Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate cognitive shooting from Steps 1 &amp; 2 as demonstrated.</li> </ul> NYS if student commits safety breach/es pursuant to Assessment Gate 13	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Field Strip & Assemble	Successfully demonstrate: <ul style="list-style-type: none"> <li>- the naming of the 4 rules for stripping</li> <li>- stripping the weapon</li> <li>- the naming of internal and external parts of the weapon</li> <li>- reassembling the weapon</li> </ul> NYS if student commits safety breach/es pursuant to Assessment Gate 13	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Step 4	Successfully demonstrate: <ul style="list-style-type: none"> <li>- the movement from HR to Step 4</li> <li>- moving from Step 4 to Step 2</li> </ul> NYS if student commits safety breach/es pursuant to Assessment Gate 13	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Barricade Theory & Practical	Successfully demonstrate: <ul style="list-style-type: none"> <li>- an ability to explain the difference between cover and concealment</li> <li>- how to utilise a barricade while standing, including I/A and stoppage drills</li> <li>- how to utilise a barricade while kneeling, including I/A and stoppage drills</li> </ul> NYS if student commits safety breach/es pursuant to Assessment Gate 13	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Moving & Position SUL Theory & Practical	Successfully demonstrate: <ul style="list-style-type: none"> <li>- how to move forward while firing, including I/A and stoppage drills</li> <li>- how to move backwards while</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	<p>firing, including I/A and stoppage drills</p> <ul style="list-style-type: none"> <li>- how to move forwards to a barricade while firing, including I/A and stoppage drills</li> <li>- how to move backwards to a barricade while firing, including I/A and stoppage drills</li> <li>- the SUL position</li> <li>- the movement from SUL to Step 1</li> <li>- how to transition from SUL to Step 2 or Step 1 and fire a string of shots</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	
Live-Fire Cognitive Phase Step 3 & High Risk Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate cognitive shooting from Step 3 &amp; HR as demonstrated</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 3</b>		
Live-Fire Cognitive Assessment	<ul style="list-style-type: none"> <li>- Successfully demonstrate cognitive shooting from HR to Step 1</li> <li>- NYS if student is unable to achieve 80% shot placement in the scoring area whilst demonstrating the QPS shooting system within the range of correctness and without a breach of safety</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
Practical Weapons Lesson – Preventative Maintenance	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- procedures for wet or submerged weapons</li> <li>- the routine safety inspections</li> <li>- test of assembly</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Torch / Weapon-Mounted Light Source Techniques Theory & Practical	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the Chapman torch technique</li> <li>- the Ayoob (Modified Chapman) torch technique</li> <li>- the FBI torch technique</li> <li>- the Harries torch technique</li> <li>- the Weapon-Mounted Light Source (WMLS) technique</li> <li>- the correct sequence of a shot while using a hand-held torch</li> <li>- the correct sequence of a shot using a hand-held torch from behind a barricade</li> <li>- the correct sequence of a shot while using the WMLS</li> <li>- the correct sequence of a shot while using the WMLS from behind a barricade</li> <li>- moving forward and rearward to cover while drawing and using the WMLS</li> </ul> <p>NYS if student commits safety</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	breach/es pursuant to Assessment Gate 13	
Practical Weapons Lesson – In-Service TOET	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- station procedure load</li> <li>- the Immediate Action (IA) Drill</li> <li>- the Stoppage Drill</li> <li>- station procedure unload</li> <li>- strip &amp; assemble in the correct sequence</li> <li>- the naming of internal and external parts</li> <li>- the routine safety inspections, articulating them as they are conducted</li> <li>- the test of assembly, articulating it as it is conducted</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Live-Fire Single-Handed Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate the correct technique for shooting single-handed with preferred hand and non-preferred hand</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Live-Fire Barricade Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate shooting from a barricade position</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 4</b>		
Live-Fire Barricade Assessment	<ul style="list-style-type: none"> <li>- Successfully demonstrate shooting from a barricade position</li> <li>- NYS if student is unable to achieve 80% shot placement in the scoring area, 100% shot placement on the body of the threat, whilst demonstrating the QPS shooting system within the range of correctness and without a breach of safety</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
Live-Fire Moving Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate shooting whilst moving forwards and backwards and shooting whilst moving forwards and backwards to a barricade position</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 5</b>		
Live-Fire Moving Assessment	<ul style="list-style-type: none"> <li>- Successfully demonstrate shooting whilst moving forwards and backwards to a barricade position</li> <li>- NYS if student is unable to achieve 80% shot placement in the scoring area, 100% shot placement on the body of the</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>

	<p>threat, whilst demonstrating the QPS shooting system within the range of correctness and without a breach of safety</p>	
Live-Fire Low Light Practice	<ul style="list-style-type: none"> <li>- Successfully demonstrate shooting in low light conditions utilising hand-held torch control / WMLS with and without a barricade</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 6</b>		
In-Service TOET Assessment	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- station procedure load</li> <li>- the Immediate Action (IA) Drill</li> <li>- the Stoppage Drill</li> <li>- station procedure unload</li> <li>- strip &amp; assemble in the correct sequence</li> <li>- the naming of internal and external parts</li> <li>- the routine safety inspections, articulating them as they are conducted</li> <li>- the test of assembly, articulating it as it is conducted</li> </ul> <p>NYS if student is unable to demonstrate these skills within the range of correctness and without a breach of safety</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
Live-Fire In-Service Minimum Firearms Training Requirement (MFTR) (Pistol) – Practice	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the fundamentals of the QPS shooting system consistent with the In-Service MFTR conduct of the shoot</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 7</b>		
Live-Fire In-Service Minimum Firearms Training Requirement (MFTR) (Pistol) – Assessment	<p>Successfully demonstrate</p> <ul style="list-style-type: none"> <li>- the fundamentals of the QPS shooting system consistent with the In-Service MFTR conduct of the shoot</li> </ul> <p>NYS if student is unable to achieve 80% shot placement within the scoring area, 100% shot placement on the body of the threat, whilst demonstrating the QPS shooting system within the range of correctness and without a breach of safety</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
Practical Weapons Lesson – Verbal Control Practical	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- on-going risk assessment considerations</li> <li>- the ability to escalate and de-escalate response to a threat</li> <li>- an ability to select the most appropriate UOF option to safely and effectively resolve the situation</li> </ul> <p>NYS if student commits safety</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	breach/es pursuant to Assessment Gate 13	
Practical Weapons Lesson – Approach, Entry & Search Practical	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- risk assessment considerations when approaching a premises</li> <li>- the ability to identify and utilise cover and concealment when approaching a premises</li> <li>- internal search and room entry techniques</li> <li>- tactical withdrawal considerations on contact with a HR offender</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 8</b>		
DIST Interactive Assessment	<ul style="list-style-type: none"> <li>- Successfully demonstrate control over a situation through communication and tactically sound positioning whilst identifying threat cues which prompt appropriate UOF selection</li> <li>- Articulate legislation, policy and rules of prepping with respect to the scenario</li> <li>- NYS if student is unable to demonstrate the QPS shooting system within the range of correctness and without a breach of safety</li> <li>- NYS if student is unable to effectively resolve the situation</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
<b>GATE 9</b>		
DIST Body Alarm Reaction Assessment	<ul style="list-style-type: none"> <li>- Successfully conduct a primary search of a premises whilst communicating with a partner and utilising teamwork</li> <li>- Identify threat cues and subsequently select an appropriate UOF which assists with the effective resolution of the situation</li> <li>- Control the situation whilst utilising a tactically sound position</li> <li>- Demonstrate effective post-shooting methodologies (B.S.P.E.C.)</li> <li>- Correctly explain when it is appropriate to activate a body worn camera</li> <li>- NYS if student is unable to demonstrate the QPS shooting system within the range of correctness and without a breach of safety</li> <li>- NYS if student is unable to effectively resolve the situation</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>
DIST Reactive Drills	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the use of cover</li> <li>- an ability to resolve the given situation</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	<ul style="list-style-type: none"> <li>- effective communication skills</li> <li>- the application of the QPS shooting system</li> <li>- when it is appropriate to activate a body worn camera</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	
DIST Contact Circuit	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- presence</li> <li>- the use of cover</li> <li>- a safe officer to offender distance</li> <li>- effective resolution of the situation</li> <li>- effective communication skills</li> <li>- the application of the QPS shooting system</li> <li>- the correct explanation of when it is appropriate to activate a body worn camera</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Emergency Drills	<p>Successfully demonstrate:</p> <ul style="list-style-type: none"> <li>- the correct method for conducting an emergency Immediate Action (IA) and Stoppage Drill with the preferred hand (PH) only</li> <li>- the correct method for conducting an emergency Immediate Action (IA) and Stoppage Drill with the non-preferred hand (NPH) only</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 10</b>		
<b>Active Armed Offender (AAO) Course</b>		
Online Learning Product – Active Armed Offender (QC1343_01)	100% pass rate	Multiple attempts.
Lecture Presentation – Active Armed Offender Theory	Students fail to attend/complete class	Nil
Practical Weapons Lesson – Contact Teams	<p>Successfully demonstrate</p> <ul style="list-style-type: none"> <li>- an understanding of contact teams</li> <li>- an understanding of the role of contact officer</li> <li>- an understanding of the role of cover officer</li> <li>- the ability to utilise 'linked' positions</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Static Contact Drills	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- an understanding of static contact drills</li> <li>- correct static contract drills from</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>

	<p>the 'linked' position</p> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	
Practical Weapons Lesson – Moving Contact Drills	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- an understanding of moving techniques and how to react to threats from any direction as part of a contact team</li> <li>- the ability to use moving contact drills with correct verbal commands</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Open Area Clearance	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- open area clearances utilising the 'leapfrog' and 'caterpillar' techniques</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Cornering	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- an understanding of the principles of cornering</li> <li>- the ability to utilise cornering techniques</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
Practical Weapons Lesson – Systematic Venue Clearance Techniques	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- an understanding of the clearance techniques utilised when systematically clearing a venue</li> <li>- the ability to move in and out of doors safely using systematic venue clearance techniques</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
DIST Exposure to Stimulus	<p>Successfully demonstrates</p> <ul style="list-style-type: none"> <li>- an understanding of, and ability to recognise stimulus in an AAO context</li> <li>- the ability to implement learned skills as a result of stimulus application in a practical situation</li> </ul> <p>NYS if student commits safety breach/es pursuant to Assessment Gate 13</p>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique rectified with intervention from instructor</li> </ul>
<b>GATE 11</b>		
DIST Final Assessments	<ul style="list-style-type: none"> <li>- Successfully demonstrates an ability to apply the learned principles of the practical sessions in given situations</li> <li>- NYS if student is unable to demonstrate the QPS shooting system within the range of correctness and without a breach of safety whilst applying the techniques learned through the AAO program</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, minor faults in technique identified</li> </ul>



<b>GATE 12</b>		
<b>Online Learning Product –</b> Use of Force OLP 2017-2018 (QC1261_03)	100% pass rate	Multiple attempts.
<b>GATE 13</b>		
Safety	<ul style="list-style-type: none"> <li>- Successfully demonstrates confident, effective and safe weapons-handling skills throughout the entirety of Firearms Training and Active Armed Offender</li> <li>- NYS if student commits major/multiple/repeated safety breaches in any aspect of Firearms Training or Active Armed Offender</li> </ul>	<ul style="list-style-type: none"> <li>• During demonstration of skills, isolated minor breaches of safety (occurring outside Assessment Gates) rectified with intervention from instructor</li> </ul>

Right to Information & Privacy Release

As discussed in the Policing Skills section, Firearms scenarios are to reflect operational scenarios faced by officers and require communication skills, tactical skills and safety to be demonstrated by all participants throughout the course. There is no distinction between males and females on the course and each participant is assessed against the same criteria.

Should further clarification be required on the stats please contact Inspector Darren CARNES, or for clarification on Policing Skills S/Sgt Gary TOBIN, or for Firearms Training S/Sgt Julie GILMORE.

Regards



**Maree Steele**

**Sergeant - Support Officer**

**Superintendent's Office – Recruit & Constable Training**

**People Capability Command | Queensland Police Service**

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**From:** Strategy and Performance Officer AC.PCAP

**Sent:** Tuesday, 15 May 2018 2:58 PM

**To:** Correspondence.Supt.RCTAdmin [PCAP] <Correspondence.SuptRCTAdmin@police.qld.gov.au>

**Cc:** Winton.KellyA[PCAP] <Winton.KellyA@police.qld.gov.au>

**Subject:** FW: External review 313751 - your ref RTI/21789

Good afternoon,

Please find attached advice from the Office of the Information Commissioner requesting that the QPS undertake **further** searches in relation to their current review of a decision made by the RTI Unit in relation to gradings of recruits. RTI/21789 refers.

The applicant is seeking additional information so that she can make comparisons between the **successful** and **unsuccessful** recruits based on gender. The information released by the QPS in our decision related only to those recruits who successfully graduated and as such the applicant now seeks data relating to unsuccessful recruits. The applicant has also queried the grading data for the physical skills component.

I have attached for you the data which was previously provided.

Essentially the applicant is seeking:

- The same type of information that was released to the applicant in relation to **unsuccessful recruits**; and
- Data that is recorded for the categories of physical testing and whether there are grades, scores, times, weights or other measurements made which are eventually refined to satisfactory/unsatisfactory./

Could the relevant information please be provided directly to Snr Sgt Mitch McGhie with a cc to this office by **cob 23 May**.

Please contact Snr Sgt McGhie should there be any questions or clarification needed.

Kind regards



*Kylie Rigg*

**Inspector**

**Strategy & Performance Officer**

**Assistant Commissioner's Office**

**People Capability Command | Queensland Police Service**

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