# TasPolice Live Stream - Part 1 v2.mp4

**Louise Houbaer:** [00:00:06] Good evening and welcome to the 2022 Tess Police Recruitment Livestream. I'm Louise Houbaer and I'll be your host this evening. We're coming to you today from Lutruwita, Tasmania. And before we kick things off, I'd like to respectfully acknowledge the Tasmanian Aboriginal people as the traditional owners of the land upon which we live and work and pay our respect to elders past and present. We recognise the Tasmanian Aboriginal people as the continuing custodians of the rich cultural heritage of Lutruwita, Tasmania.

**John Pratt:** [00:00:43] Today's episode of This is Tas Police might sound a little bit different. We're sharing part one of a recent recruitment info session we held live on Facebook, which was hosted by Louise Houbaer. If you're tuning in on Spotify, it might look a bit different because it's a video episode. Let's check back in with Louise, who's about to interview Commissioner Donna Adams and some other friendly Tas police officers.

**Louise Houbaer:** [00:01:04] This week is an exciting one for Tasmania Police as trainees from the first ever Northern-based recruit course are set to graduate alongside their Southern counterparts on Friday. These 38 men and women will become Tasmania's newest police officers committed to serving our community and making a difference every single day. Hopefully this evenings session will be helpful for those of you who think policing could be in your future too. Tonight, we'll be speaking with a wide range of Tasmania police officers who'll be sharing their stories and experiences on the job. We'll find out about their reasons for joining and what motivates them every day, and we'll hear from the recruitment team to find out what they're looking for when someone applies to join the service. Our guests will also share some tips to help you make sure you're as ready as possible for when you apply. And if you have a question, please leave it in the comments and we'll try and answer as many of them as possible with our Q&A panel later in the live stream. Remember, there's also plenty of information available on the website at Recruitment.police.tas.gov.au.

**Louise Houbaer:** [00:02:17] So what does it take to be a Tasmania police officer? Police officers have one of the most rewarding and at times challenging jobs in Tasmania. There's no single attribute or skill that will get you into the service as it's really all about having an overall suitability to the role and of course the ability to think quickly and to communicate well. Resilience, honesty, compassion and confidence are particularly important because police are entrusted with considerable authority and responsibility to ensure that they can properly serve the Tasmanian community. Tonight we're joined by someone who knows all about that, having joined Tasmania Police in 1987. Donna Adams has had a varied and exciting career across a range of areas, rising through the ranks to become Commissioner of Police in October this year. Thank you so much for joining us, Commissioner, and congratulations on the recent appointment. We've got some questions for you. Your new recruitment campaign is called This is Tas Police. What is Tas Police to you?

**Donna Adams:** [00:03:23] Tas Police is the most diverse and challenging role a person can ever have. You get an opportunity to work in a supportive team and you can have 101 jobs in our career. You can be a drug squad member. You can work in uniform. You can have work in traffic policing. You can learn to become a detective. You can jump out of a helicopter or you can be a dog handler. The diversity is just boundless.

**Louise Houbaer:** [00:03:50] So is there an average day for a Tasmanian police officer?

**Donna Adams:** [00:03:54] A new recruit will always start off in uniform and you'll work with someone else and you'll respond to calls from the community. And those calls could be to report a crime. They could be in relation to a traffic related matter, they could be family violence, and you're there to generally help the community and ensure that you take their report of crime and help them where you can.

**Louise Houbaer:** [00:04:17] You've just listed all the different tasks that an officer may have to do. Do you think there's any aspects of the job that might surprise people?

**Donna Adams:** [00:04:25] I think the first thing is that a potential applicant should understand you don't have to live at the police academy. And we actually have a recruitment program in Launceston and in Hobart, and we're trying to be as diverse as we can to get the right applicants and we want to attract as many people across Tasmania to join Tasmania Police.

**Louise Houbaer:** [00:04:46] As we heard a little bit earlier. You've been with the police force since 1987. You've obviously seen some incredible things. What are the most memorable moments in your career so far?

**Donna Adams:** [00:04:57] I've had the opportunity of working in an investigative role with a small team and being able to investigate serious crime always brings a great deal of satisfaction. But earlier this month, I had the opportunity of going to Melbourne and meeting the other two female police commissioners. It was an historic moment and really struck home to me how far we've progressed in policing across Australia.

**Louise Houbaer:** [00:05:23] Do you have any advice for people who are thinking about applying for Tasmania Police?

**Donna Adams:** [00:05:28] I think people need to follow their dreams, take a risk. If you think you have what it takes to be a police officer. I encourage you to put your application forward. You never know. It could be the most rewarding career you could ever have.

**Louise Houbaer:** [00:05:42] Thank you so much, Commissioner. We really appreciate your time and congratulations again.

**Louise Houbaer:** [00:05:48] General Duties Officers are the first on the scene at any reported incident and provide a service to the community 24 hours a day, seven days a week. Tasmania Police knows how important it is to look after the people who look after the rest of us. And they understand it's paramount for officers to have a life outside of policing. With this in mind, police officers have access to a range of benefits, including six weeks annual leave and flexible work options and reduced hours agreements for parenting responsibilities or for work life balance. When training at the academy, recruits are paid a full time wage, and at the end of the 31 week course, this pay increases as they graduate and become constables at Tasmania Police. The salary also progresses as officers gain more experience. And because policing is a 24 hour role. There are a number of shift allowances available. This means that uniform constables are paid an annual allowance of 21% on top of their normal salaries.

**Louise Houbaer:** [00:06:54] So we've heard from the Commissioner tonight about what police do each day and what Tas Police is from her perspective. But we're now joined by Constable Cameron Blight, who can shed some more light on what it's like to work on the beat. Thank you for joining us, Cameron. Before we hear about the job itself, I'm interested to know why you joined Tasmania Police.

**Cameron Blight:** [00:07:13] Yeah, look, I was probably about 20 years into my career, mainly in safety and wellbeing, and I was lucky enough to get a role within the Department of Police, Fire and Emergency Management. Doing wellbeing and I did that for a few years and went back to my old role and thought, you know, it was time for a change. And I think I might've seen an ad on Facebook actually about the recruiting program. So yeah, expressed an interest. And I'd also played in a police footy carnival and I just thought the camaraderie, having been involved in team sport for many years, that really appealed to me. And yes, I took the plunge and joined the Blue family.

**Louise Houbaer:** [00:07:50] And here we are sitting next to the commissioner.

**Cameron Blight:** [00:07:53] A bit daunting.

**Louise Houbaer:** [00:07:54] You're currently in a uniform role in Hobart. We spoke with the Commissioner before about an average day. What does an average day look like for you?

**Cameron Blight:** [00:08:02] Oh look, I think that's what's an exciting part of the job. Every single day is different. You know, Saturday nights at the Hobart Waterfront's very different to Monday mornings in the mall. But yeah, just very varied and I guess depends on what comes through on the radio as to what jobs that we respond to. But quite often, you know, helping people in need or, you know, we obviously get an opportunity now, particularly with a new roster, to put some more time into our investigations. And yes, I just really like the variety of not really knowing what's going to come each day. And yeah, that's what makes it a great role.

**Louise Houbaer:** [00:08:38] You mentioned a new roster. What sort of hours or shifts do you work?

**Cameron Blight:** [00:08:43] Yeah. So in July we started a roster reform or roster trial and that involves a four on four off roster. So normally a mix of days, afternoons and nights. So going from the old roster of sort of seven nights in a row now the most nights you'll do is two. So I think the four on for off roster is much more family friendly and achieving life balance is certainly a lot better with that roster now in play.

**Louise Houbaer:** [00:09:13] That leads to my next question for both of you actually do you think it's possible to have a good work life balance as a police officer?

**Donna Adams:** [00:09:20] I think absolutely. And an important point that Cam didn't talk about is our new enterprise bargaining agreement. And I know, Louise, you went through the pay scales that we actually have, but at the moment, our members are voting on a new pay deal, which over three years will see police officers receive an extra 12% in their pay for people who work on the front line. So not only is there an opportunity to get great work life balance, but there's also an opportunity to get some great conditions and salary as well.

**Cameron Blight:** [00:09:54] Yeah, so work life balance, I think definitely within our teams at Hobart uniform, we're able to do shift swaps if we have certain important family. Our commitments that might be coming up. I was able to attend a wedding on Saturday night, so I toiled off nightshift, which, you know, so there is that flexibility there to be able to not miss out on important things in your life. And I've got kids, so I'm able to sort of pre-plan. We know our roster, you know, almost 12 months in advance. And so there's plenty of time there to plan and put things in place for now whether it be shift swap or working some extra hours to have some toil time available. So I think work life balance is definitely achievable and the is supportive of that.

**Louise Houbaer:** [00:10:37] You're obviously very passionate about your career, both of you. But to you, Cameron, what would you say to anyone who's thinking about applying to be a Tasmanian police officer?

**Cameron Blight:** [00:10:45] Yeah, look, initially it was just an expression of interest for me and I mean I was, you know, in my forties and yeah, so I'd say definitely no matter where you are in your career, it's, it's certainly given me a new lease of life and I look forward to going to work every single day and my kids are excited about it. And you know, I've got a very supportive family to allow that time to go off and do the Academy. It's a challenging time, but you learn lots at the academy and we have a really strong partnership with the University of Tasmania. So you get those opportunities to, you know, to go through the qualifying program and better yourself with, you know, university qualifications along the way. And I think a lot of other jurisdictions are quite envious of Tasmania Police and their partnership with the university. So I think that's definitely something that people should be thinking about. And I mean hopefully for me it's at least a 20 year career, if not more, but you know, you're going to come out of it, you know, better for your next stage in your career anyway.

**Louise Houbaer:** [00:11:45] And Commissioner, just briefly with you, what would you say to anyone who's thinking about applying, if you could add to anything there?

**Donna Adams:** [00:11:51] Absolutely. The time is right. Right now, we've got going to have our largest recruit course in January of 80 recruits. It's the largest program that we will run. The time is right for us to get as many applicants as we can because, you know, we're in a very active recruitment phase.

**Louise Houbaer:** [00:12:10] Wonderful. Thank you so much both for your time, both very insightful experiences that you've had.

**Louise Houbaer:** [00:12:16] And as we've heard already tonight, policing is an extremely varied career and as many within Tasmania police like to say, it's one job with many opportunities. One of the benefits of being a police officer is that you can move around and try new things throughout your career without having to change jobs. After about two years of general duties policing, there's various specialty roles that you can train for. Those specialist areas include criminal investigation, prosecution, police, dog handlers, forensics, marine search and rescue and special operations. As you move around Tasmania Police, there's also plenty of promotional opportunities for those looking to climb the ranks. As you complete the relevant training and obtain the necessary experience, you can apply for promotion. The promotional pathway goes. Constable, Sergeant. Inspector Commander, Assistant Commissioner, Deputy Commissioner and Commissioner.

**Louise Houbaer:** [00:13:12] We're now joined by Sergeant Angus Dobner, who first joined Tasmania Police as a trainee constable in 2010 and has worked in a range of roles, including as a detective and as a recruit course director at the Police Academy before being promoted to the rank of sergeant in January this year. Thank you so much for being here, Angus. How old were you when you first joined Tasmania Police?

**Angus Dobner:** [00:13:35] Well, Louise, I was actually lucky enough to participate in a previous version of the current career development program that's offered. So technically I've been employed by the police since I was 16, joining up as a recruit when I was 18.

**Louise Houbaer:** [00:13:48] What can you tell us about your career path so far?

**Angus Dobner:** [00:13:52] So look, you've heard it's a fairly common theme tonight there, the different options offered to people. And I've been lucky enough to take advantage of some of those. So I've worked in Launceston, Ravenswood, I've worked at Glenorchy Uniform, Glenorchy, CIB, Southern Drug Investigations and as you mentioned more recently at the Police Academy and now back in Hobart uniform and have also had the opportunity to undertake the role of a police negotiator in a part-time capacity.

**Louise Houbaer:** [00:14:23] Some incredible experiences there. You've also trained at the Academy yourself and you've trained other officers. What's an average day like at the training academy?

**Angus Dobner:** [00:14:34] Look, I suppose to probably get people used to the unpredictability of some aspects of this work. It does chop and change, but there are some fairly common themes that you'll experience at the Academy as part of your recruit training program. There will obviously PT or your physical training, the fitness elements of PT, operational skills. So you're driving, your operational safety, defensive tactics, classroom-based assessments. Physical-based scenario assessments and a bit of team building and getting to know people you're going through that journey with along the way. So building those really strong foundations.

**Louise Houbaer:** [00:15:16] Many people would think of the Academy as where recruits learn to be police officers. But I understand that there's also lots of ongoing learning available once you're in the job as well. We've heard a little bit about that tonight. What sort of training have you done since becoming a police officer?

**Angus Dobner:** [00:15:32] So, look, again, I've been lucky to be able to undertake a number of different courses, both within the police, sort of the negotiation course, the investigative courses. I've also I've been lucky enough to travel interstate for training courses for different things and obviously also now the university alignment of the recruit training program as well has offered some different training and skills through that.

**Louise Houbaer:** [00:16:02] You're a sergeant now, as we heard, so you've gone a little bit through the promotional process. Can you tell us about how that works and how Tasmania Police supports people to move through the ranks?

**Angus Dobner:** [00:16:12] Yeah, so look, there's a lot of opportunities for development. So to add to or to reach the position that I have, you know, there's a couple of in-service courses, the front line supervision course and then some exams and the sergeant's qualifying process that is all undertaken and facilitated by the police academy.

**Louise Houbaer:** [00:16:34] Yeah, wonderful. Thank you. Before we let you go tonight, I'd love to know what it is that you think Tasmania Police offers that other careers may not.

**Angus Dobner:** [00:16:44] Look, again, I think and it's probably a theme that you're going to hear a lot and I don't mean to harp on about it, but it's the options that you've got. You know, in this couple of minutes we've been out to cover all these different things that I've been lucky enough to do. You work with a really good group of close, of like-minded people and you know, you never know what you're going to deal with when you go to work. You have fun when you go to work. And we're in a position where you're lucky enough to help people at what is unfortunately sometimes the lowest or most difficult point of their lives, which I think is quite humbling. It's quite a privilege and it's a very rewarding and fulfilling role that we're able to undertake.

**Louise Houbaer:** [00:17:26] Thank you so much for your time. And yes, we really appreciate that as well.

**Louise Houbaer:** [00:17:31] And so far tonight, we've heard about what it's like to work at Tasmania Police. But we know many of you will be most interested in this next segment where we hear from the recruiting team themselves about what they're looking for when someone applies to join. With us now is the Commander of Education and training at Tasmania Police, Jason Elmer and Senior Constable Caitlin Rawlings from Recruitment Services. They're here to talk with us through the application process and they'll also share some top tips to help you make sure you're as ready as possible when you apply. Thank you both so much for joining us tonight. Jason and Caitlin, Before we get into the process itself, Jason, can you tell us what you're looking for when you receive an application to join Tasmania Police?

**Jason Elmer:** [00:18:15] Yeah, sure. Look, first and foremost, it's really important that Tasmania Police has a strong connection with the community. So we're looking for applications from a diverse range of people from across the community so that we can be reflective of the community that we serve in terms of the attributes that we're looking for. We're looking for people with high levels of honesty and integrity, people who are good communicators, both written and verbal, good decision makers, physically and mentally fit and able to perform the duties of a police officer. And people that take accountability for the decisions that they make. And I guess probably importantly, we don't expect people to be outstanding in all of those attributes that I've mentioned. If we can see that people have potential and that they're trainable, we've then got 31 weeks in which to turn those applicants into really good police officers for Tasmania Police.

**Louise Houbaer:** [00:19:06] Thank you and Caitlin for you. If someone's interested in joining, what's the first step that they have to take?

**Caitlyn Rawlings:** [00:19:11] So the first step is actually really easy. It's just a matter of jumping online onto our recruitment page and submitting an expression of interest. Basically, from there we just ask for your generic details. So name, address, we asked you disclose all your social media accounts as well, and from then on we review that.

**Louise Houbaer:** [00:19:31] So what comes next after putting in that initial application expression of interest, putting in those basic details, what's the next step after that?

**Caitlyn Rawlings:** [00:19:38] So once the recruitment team receive that expression of interest, we go through it just to make sure that the applicants have met all the prerequisites. If they have met those prerequisites, we then go on and do a number of background checks. So that includes criminal history checks, driving history as well as social media. And if they don't have any issues there, we will invite them to come through for fitness testing. And if they pass a fitness testing, they will go on and do their online exams and then they will go on and sit through an assessment day and an interview if they have met those requirements.

**Louise Houbaer:** [00:20:12] So there's a fair bit to get through just to get to that point. Jason, Caitlin just mentioned fitness and psychometric testing. Can you tell us a little bit more about what that actually involves?

**Jason Elmer:** [00:20:22] Sure. In relation to the physical testing, we need to make sure that our applicants are physically capable of performing the duties of a police officer and also performing the physical training that they'll do every day at the academy and the defensive tactics training. So we've put them through a range of fitness tests, including the beep test that a number of people will be familiar with. There's an agility test where a series of cones that they weave their way in and out of some strength testing with push ups and handgrip strength testing. So a range of fitness tests for us to gauge the fitness level of our applicants. Importantly, all the testing is on our website. All the requirements are there. There are instruction videos for people so they know exactly what they're coming into and they know exactly the standard they need to achieve before they start the testing. In terms of the psychometric testing. Again, a range of testing online that looks at cognitive and emotional testing, the cognitive testing, looking at people's verbal knowledge skills, their numerical reasoning, their problem solving ability. And that's to ensure that we know that the applicants are capable of getting through the academic side of the recruit course and then the emotional testing to look at people's emotional intelligence, their emotional understanding and perceptions so that we get a really good clear picture of people and how they may react in stressful situations or dealing with the many and varied situations that police officers face on a daily basis.

**Louise Houbaer:** [00:21:46] Yeah. All right. Thank you for that. And what about the interview and assessment day that's part of that application process?

**Jason Elmer:** [00:21:53] Yeah. So if the applicants make it through to the interview day,it's a full day at the academy, usually arriving about 8:00 in the morning. They're put through some scenario testing individually, but also some group exercises as well. And then they'll be put before an interview panel which is made up of three people from Tasmania Police who are trained in relation to the interviewing and interview that runs from about 45 minutes to an hour covering a range of topics that might cover off on some things that are in their application that need some clarification, might talk a little bit about background, might have some scenarios in it as well and. At the end of that interview, the applicant's then advised as to whether they'll progress through to the selection pool, which is not always a guarantee of a place on a recruit course, but that guarantees them to move on to the next phase.

**Louise Houbaer:** [00:22:42] All right. Thank you for that. And finally for you, Caitlin, you're, of course, part of the team that gets out and about across the state, talking to interested people, young and old, about joining Tasmania Police. Is there, in your opinion, a particular type of person that's best suited to the job?

**Caitlyn Rawlings:** [00:22:58] No, I think the Commissioner and the Commander have already touched on it, but I think we're really lucky to be part of an organisation that's so diverse and because we successfully recruit from all different backgrounds. So we're not looking for people that are all cut from the same mould. Our organisation works and we police our community so successfully because we are so different. So it doesn't matter what kind of socioeconomic background you come from, what kind of education background you come from, You know, if you identify as a different sexuality or from different religions. We're really interested in having people who are so different in our organisation.

**Louise Houbaer:** [00:23:32] So they represent the community that they're there to protect. Absolutely wonderful. Thank you so much for your time, Caitlin and Jason, We really appreciate it.

**Louise Houbaer:** [00:23:44] We're now joined by someone who knows the application process very well. Having gone through it herself just a few months ago, Trainee Constable Olivia Palmer is currently a recruit at the Tasmania Police Academy. Thank you so much for being here, Olivia. What made you decide to join Tasmania Police?

**Olivia Palmer:** [00:24:02] I've always wanted to be a police officer. I wanted a career that was diverse and gave good sort of work life balance prior to becoming a recruit. I worked in an office for five years and it was sort of the same thing every day. And it's not, you know, what resonated with me. So something where no two days are the same is what I wanted.

**Louise Houbaer:** [00:24:28] Can you tell us a little bit about the recruitment process and how it went for you?

**Olivia Palmer:** [00:24:31] Yeah, So I put my expression of interest in in January. Not long after I completed my job suitability test, which was a range of questions. After that was my fitness test. There was a bit of a period of waiting around, which was fine until I got to the assessment day. So that was a full day of a panel interview, a scenario, that sort of thing. I then completed another fitness test because it had been sort of so far between my first one to see if I could make any improvements. And about four weeks prior to the start of my course, I got the exciting call. So, yeah.

**Louise Houbaer:** [00:25:18] And you're still obviously very passionate about what you're doing. Were there any other parts of the process that were harder than others or anything that really surprised you?

**Olivia Palmer:** [00:25:27] No. And yes. So all the information is on the recruitment website. So I was sort of prepared in what I needed to do to get to where I wanted to be sort of thing. The medical testing that we had to do prior was a lot more than I expected, which was really good to make sure that you're not just physically but mentally fit enough for the role.

**Louise Houbaer:** [00:25:52] And that's obviously a really important part of it, too. You've been at the Academy for about 17 weeks now. How have you found the training program so far? And for you, what's been the highlight?

**Olivia Palmer:** [00:26:04] Yeah, it's been really, really good. I came into the academy with no expectations on what to expect on day to day. They're long days. They can be really long days. But yeah, the highlight so far has been observation shifts. So you go out and you sort of watch what police do for a week straight. Yeah, it was really good.

**Louise Houbaer:** [00:26:30] What are you looking forward to most for the rest of the course.

**Olivia Palmer:** [00:26:33] Yeah. So next week we start phase two and three of driver training and firearms training, which is two weeks of that, and then after that is out-stations. So we spend two weeks at a station and we're sort of sworn in as special constables and we're able to use some police powers and really get hands on.

**Louise Houbaer:** [00:27:00] It's well known and we've heard a little bit about it tonight that the physical training component of the course is important and of course can be quite demanding. Can you tell us a little bit about what that's like? So anyone who wants to join up can be a little bit prepared.

**Olivia Palmer:** [00:27:13] Yeah, absolutely. So the fitness test that you do at the start of the recruitment process is sort of the minimum that you should be. And throughout the course there's multiple testing stages. So you do see some sort of improvement in your physical fitness. At the moment it's split up into two days of cardio and two days of strength training. And then a day in the middle of active recovery, you could call it, and the mornings start anywhere from 5.15 to to 6.15 and go for about an hour. But yeah, it's demanding.

**Louise Houbaer:** [00:27:52] So it's good. If you're an early bird, then what values do you think make a good police officer and which ones do you think you possess as well?

**Olivia Palmer:** [00:27:59] Yeah, look, it's, I guess, as cliché as it sounds, it's accountability and honesty are two big values that you'd need to carry. And I think resilience is something that's touched on by a lot of police officers, is having that resilience. And I think that's something that I can bring. Yeah.

**Louise Houbaer:** [00:28:17] I think this next question is a good one for both you and Jason, because you've both got quite interesting perspectives. What do you think people should do to make their application as strong as possible?

**Olivia Palmer:** [00:28:31] I think honesty is is one of the key factors not telling, I guess, people what they want to hear or what you think they want to hear. It's being honest. No human being is perfect and that's not what we're looking for. So absolutely, honesty and keeping your fitness up I think is really important as well, not just sort of getting that bare minimum and really pushing yourself physically and mentally. Yep.

**Jason Elmer:** [00:29:00] And look, yes, I would agree. Honesty, absolutely. There might be some things in people's background that they don't particularly want us to know about in the application phase. We will find out about that. And if you're not sure about something like that, then touch base with the recruiting team just to discuss what an issue might be. Be prepared. Talk to people. You might have family or friends who are police officers who can give you a really good insight in relation to what what the job involves and the the shifts that you might work, the jobs that you might go to or that sort of thing. So yeah, be as prepared as you possibly can and go into it with your eyes wide open and really prepared to demonstrate your commitment and how much you really looking forward to being part of our organisation.

**Olivia Palmer:** [00:29:44] Thank you for that. And just finally, Olivia, you're obviously smack bang in the middle of your training. What advice do you have for future recruits who want to be where you are?

**Olivia Palmer:** [00:29:54] I think really get to know what the role entails and talk to police officers, pull them up on the street, that sort of thing. Talk to recruiting, come to the open days, that sort of thing, and really get to know what it is you'll be doing day in, day out.

**John Pratt:** [00:30:11] Great advice from Olivia. We'll leave part one of our recruitment info session there for now. I hope it's helped to answer some of your questions about joining Tas Police. Stay tuned for part two in our next podcast episode, where we have a panel of officers and recruits lined up ready to take questions from the audience. In the meantime, you can always find more information on our website at recruitment.tas.gov.au. So far on This is Tas Police we've chatted to our former commissioner Darren Hine and our new commissioner Donna Adams. We've also heard from our recruitment services team and some new recruits. There have been some interesting and inspiring conversations from people who have experienced everything Tasmania Police has to offer. And this is just the beginning.

**John Pratt:** [00:30:56] If you like what you heard today, please subscribe on your favourite podcast app and while you're there, consider leaving us a review or a rating to let us know how we're going. You can also stay up to date with podcast episodes on our website at recruitment.police.tas.gov.au/podcast.