# TasPolice Live Stream - Part 2.mp4

**Louise Houbaer:** [00:00:08] Good evening and welcome to the 2022 Teas 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] On this episode of This is Tas Police we'll be sharing part two of a recent recruitment info session we held live on Facebook, which was hosted by Louise Houbaer. We will hear from a panel of officers and recruits who are lined up ready to take questions from the audience. Don't forget you can always find more information on our website at recruitment.police.tas.gov.au.

**Louise Houbaer:** [00:01:06] It's time for us to answer some of your questions. Hopefully we've already answered many of them here this evening, but we'll now welcome Angus back to join the rest of the panel and we'll go through some of the questions that you have submitted. Angus, what are the people asking?

**Angus Dobner:** [00:01:21] Thanks, Louise. So the first one question we've had comes through actually comes from Chris and Alex have both asked the same one and that's how do we manage doing what we do when you have children?

**Caitlin Rawlings:** [00:01:33] That's a really good question. I think as we spoke about earlier, parenting in itself is really difficult. Parenting and working in any capacity, whether that's part time, casually or full time is really difficult. I think the magic part about this job is that we are so flexible in the hours that we can work, the days that we can work and what we do for work. So for me, after having my son Spencer, who's now two, I was really fortunate that I could take the 12 months off, which was fully paid. And during that time I was fully supported by the department and when I returned, I was fully supported as well. So what that looked like was I chose at what capacity I came back. I chose to come back in a full time capacity and I was fully supported in the training I received to make sure that I was back up to scratch before I started back operationally and have been fully supported ever since in different trainings that I've undertaken and different courses as well as the different job opportunities that I've had to do. So it's definitely not out of the realms of possibility to also to be a parent and a police officer as well. I think we're really fortunate to be able to do both.

**Speaker1:** [00:02:45] I suppose that's probably really nice to hear for all the people tuning in tonight that really have that question, because of course, that is a big question and people are wondering about work life balance. Any other questions Angus?

**Angus Dobner:** [00:02:57] Yeah, the next one we've got is if you apply and don't get in. Do you still have to wait 12 months to try again?

**Caitlin Rawlings:** [00:03:04] I might take that on, if that's all right, Angus. So predominantly, if you have fallen down in any part of our recruitment process, you have had to wait 12 months and there are specific reasons for that. The major one we look at is the job suitability testing. We specifically need you to wait 12 months if you have fallen down on that aspect. That said, if you have just missed the mark with your fitness testing, we will look at retesting you before the 12 months. So if we think that you are ready to come back in a couple of weeks or you're ready to come back in a couple of months, we are currently giving people that opportunity to redo their fitness testing.

**Louise Houbaer:** [00:03:40] Jason, do you have anything to add to that?

**Jason Elmer:** [00:03:43] Look, we're quite happy to give people feedback in relation to when they're able to reapply, depending on where in the process they haven't quite reached the mark. So again conversations with our recruiting staff and I guess that comes back to being prepared. And we've mentioned before about all of our standards, particularly in relation to physical testing, all being visible, all being on the Internet, you know exactly what is required when you turn up. I equate it a little bit to have an exam tomorrow and being given the answers today. You have the answers before you get there. So just make sure you're prepared. And again, if you don't quite reach the standard that's required, our recruiting team will happily let you know when you're able to reapply, depending on where you've fallen over.

**Louise Houbaer:** [00:04:28] Anything else, Angus?

**Angus Dobner:** [00:04:30] Yeah. So we've got this one from Adelle in Devonport has come through and asked, How would I go about becoming a homicide detective? And that's probably actually one that I'm happy to take, if you like. So here in Tassie we don't have a specialised homicide squad as people might have heard terminology for on the mainland. But you would go through the process of doing your investigative training, your detective designation and working in any one of the statewide CIBs. You would be dealing with those type of incidents should they arise in your area.

**Louise Houbaer:** [00:05:05] All right. Thank you for that. What else are people wondering tonight?

**Angus Dobner:** [00:05:09] So next, how does the process change for interstate applicants, if at all?

**Caitlin Rawlings:** [00:05:15] Okay, so with interstate applicants, the prerequisites are still the same. The only thing that may differ in your application process is that we will require you to submit your interstate driving history, obviously, so that we can make sure you haven't committed any serious driving offences. Previously, we have made people come down from interstate to participate in assessment days and interviews and their fitness testing that can now all be done online. So I guess the benefit of that is you don't need to worry about booking accommodation or getting flights if you have successfully passed the initial phase. So with the expression of interest and your background checks out, you will be invited to submit some videos online with some questions that we have and you'll be able to do your fitness testing online as well as your interview.

**Jason Elmer:** [00:06:04] I might just add there too. A different process again, if we've got people from interstate listening who are current serving police officers in other jurisdictions and we haven't touched on that much this evening, but a slightly different application process taking into account the fact that they are current serving police officers, different processes as we go through each stage and a different recruit course as well. We have a what we call an accelerated training program for serving officers from other jurisdictions. That is a much smaller time frame. So, you know, if there's anyone out there from interstate, from other jurisdictions listening in tonight, we would love to hear from them again at our recruiting team.

**Louise Houbaer:** [00:06:44] And why wouldn't you want to work and live in Tassie? It's a pretty special place. Angus, have we got anything else?

**Angus Dobner:** [00:06:49] Yeah. So this one might even be one for Olivia. Is it difficult to get into good study habits at the academy, especially if I've been out of school for a long time?

**Olivia Palmer:** [00:07:01] Yes and no. So it can be hard to get into the good study habits if you don't have that expectation when you come in. In saying that there is so much support. So you do form a really strong team with the rest of the recruits and you support each other and your course directors and university presenters and and all your teachers throughout the course really support you. So if you do need the extra help, it's sort of up to you to to reach out. But from the start of the course you do sort of ease into it. It's, you know, you start studying prior to coming in for exams and things like that. And it does ramp up a little bit, you know, heading into the middle of the course now. But yeah, you do, you ease into it and you do have the support from everyone around you.

**Louise Houbaer:** [00:07:55] We've heard a little bit about tonight as well that there's often on the job training as well. And you've you've spoken a little bit about that. So you're not just studying during the recruitment course, you're studying throughout your career?

**Caitlin Rawlings:** [00:08:07] Yeah, absolutely. You know, as we've already touched on, no job is the same. No day is the same. So for me, the best part about this job is you're always learning something new. Laws change the way we police change, so you're never going to get bored, that's for sure.

**Louise Houbaer:** [00:08:25] Wonderful

**Jason Elmer:** [00:08:25] Also we mentioned earlier about the diversity of our organisation and, you know, we don't discriminate against people based on age and we take applications from a broad range of age groups. And what I would say in relation to that question that was that was just asked. We often find that people who maybe come to Tasmania Police as a career change have had a long career elsewhere and haven't studied for a long time. They actually do quite well. They apply themselves really significantly. Some undertake courses prior to coming to the Academy and there are courses that you can undertake through TAFE or through universities. But on the whole our more, if you like, mature age recruits do do quite well despite the fact that they haven't had any formal education qualification since perhaps leaving school.

**Louise Houbaer:** [00:09:12] I suppose they come into it with life experience as well, which is always a good thing. Angus, anything else?

**Angus Dobner:** [00:09:18] Yeah. So how can I best prepare for my interview?

**Olivia Palmer:** [00:09:23] I'm happy to take that one on. I think researching what it is, what job you're about to enter into, potentially. Your fitness is still really, really important. And for the interview, it's a conversation that you're going to have. It can be intimidating having a panel interview and that sort of thing, but really going into it and being open and honest throughout the entire interview. And I mean, it's easier said than done, but not getting flustered and just take your time and answer the questions truthfully and honestly.

**Caitlin Rawlings:** [00:10:00] If I could also just touch on that as well. I think it's just a matter of being yourself as well. We obviously want people from different backgrounds, so we don't want you to come in with a preconceived idea about what we want to hear or how we want to hear it. We just want you to be yourself and let us get to know you.

**Louise Houbaer:** [00:10:18] Thank you.

**Angus Dobner:** [00:10:19] So next we've got how can I help make this process more or less stressful? Not more stressful.

**Jason Elmer:** [00:10:28] Look, the entire process we mentioned, we everybody knows all the steps all the way through. I really encourage people to be prepared, to speak to police officers, whether they be family or friends, to get a really good understanding of what this job involves so that you can go into a selection process, an interview with a really good understanding. And as Caitlyn just mentioned about being yourself, not giving us the answers that you think that we want to hear. And just give me a really good understanding of your understanding of Tasmania Police. Going into that interview really, really prepared to tend to relax people and make that process a little bit easier for them. So just, you know, to make it less nerve wracking, you know, one step at a time. There are several steps in that process. Equally, talk to our recruiting staff if you've got any concerns, they are more than happy to take a phone call or an email to answer any questions or queries or concerns that someone may have in relation to the process. They're there to help our applicants through. As our Commissioner mentioned early earlier, we are recruiting heavily. Now is a great time to put that application in and we'll assist you as much as we can to have you in one of these uniforms really soon.

**Louise Houbaer:** [00:11:47] Wonderful. Anything else Angus?

**Angus Dobner:** [00:11:49] Yeah. Look, lucky last. The last one we've had come through is can you wear glasses and be a police officer?

**Caitlin Rawlings:** [00:11:56] Absolutely. Yeah. So we have a lot of police officers who need a prescription lens to do their job. A lot of them will either wear glasses or sometimes their contact lenses, and there's absolutely no issues with that whatsoever.

**Louise Houbaer:** [00:12:12] Wonderfulful. Thank you all so much for your advice and insight. I'm sure it's been very insightful for all these people watching tonight. Really interested to be exactly where you are. We really hope tonight's recruitment live stream has helped to answer your questions about joining Tasmania Police. You can, of course, find more information on the website, including that quick eligibility test. Tips on how to make your application as strong as possible. Details on upcoming in-person information sessions and fitness testing times and the brand new This is Tas Police podcast.

**Louise Houbaer:** [00:12:47] Don't forget a recording of this session will also be available on the website in the coming days as well as on Facebook very shortly, if you'd like to go back and watch tonight's proceedings. For more general information about joining police, visit the website at recruitment.police.tas.gov.au.

**Louise Houbaer:** [00:13:04] Thank you again to all the representatives who joined us here tonight. It was a pleasure to hear from each of you about what it's really like to be a part of Tas police. And thanks to all of you who tuned in to tonight's event, we really hope you found it helpful.

**John Pratt:** [00:13:22] 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.

[00:13:40] If you liked 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