

**BE A
FORCE
FOR
GOOD**



NOW RECRUITING

Victoria Police will recruit 3,000+ Police Officers plus additional Protective Services Officers and Police Custody Officers by 2021.



For more information about a career in policing, visit www.police.vic.gov.au/careers and attend an information session to learn more about the roles and the recruitment process.



Watch the **fitness video** on the police career website and start training now.



Download the **free ACER Information Booklet** on the police career website to practise some exam questions.



The **recruitment process** can take in excess of 6 months, so you will need to be committed during this process.



Download the **POLICE FIT** fitness app to start training for the Victoria Police fitness test today!

Start preparing today to be ready to take the first step towards your policing career.

Find out more

POLICE CAREERS

03 8335 5003

aat-enquiries-mgr@police.vic.gov.au

/victoriapolice



THE RECRUITMENT PROCESS EXPLAINED

1 APPLY ONLINE

- Apply at www.police.vic.gov.au/careers
- Takes approx. 45 mins to complete.
- Pay attention to your grammar and spelling.

2 ELIGIBILITY CHECKS

- Review applicant's eligibility and suitability for the role.
- Assess applicant's basic driving and criminal history.

3 ENTRANCE EXAM

- Exam components:
 - literacy skills
 - summary writing
 - extended writing
 - verbal reasoning
 - numeracy skills
 - abstract reasoning
 - oral assessment
 - computer skills assessment.
- Exam costs \$164 – free exam information booklet with sample questions on our website.

4 BACKGROUND CHECKS

- We conduct background checks on employment, criminal history & driver's licence.

5 VIDEO INTERVIEW

- We look for comprehensive answers with relevant work/life examples, your understanding of the role and Victoria Police's values.
- You will also be assessed on your communication skills.

11 CANDIDATE POOL

If successful, you will go into the candidate pool, awaiting invitation to start your training at the Victoria Police Academy.

ELIGIBILITY REQUIREMENTS:

- An Australian or New Zealand Citizenship or Australian Permanent Residency.
- To be 18 years of age with a VCE, Senior level VCAL or equivalent (not required if over 21 years of age).
- Be of good character and reputation.
- Current Level 1 First Aid certificate prior to induction.
- Able to swim 100 metres in 4 minutes (Police only).
- A current Australian driver's licence or probationary licence. (Police only)

10 PANEL INTERVIEW

You will be asked for examples from your work or life (experiences from part-time jobs, sporting clubs and/or volunteer work); awareness of your strengths and weaknesses; how you work in a team environment; deal with difficult people and conflict resolution; your motivation for applying; and your understanding of the role you're applying for.

9 COMPREHENSIVE CHECKS

- Assess your employment history and any police involvements.
- Disclose all your associations who have engaged in criminal activity.
- Social media checks.

8 HEALTH CHECKS

Complete your medical booklet – visit your GP, an Audiologist and Optometrist and disclose current/previous health conditions, injuries and surgeries.

7 PSYCH TESTING

- You will sit the computer psychometric multi-choice test on the same day as your fitness test.
- All applicants will be invited for a one-on-one psychological interview.

6 FITNESS TEST

- Watch the fitness test video on our website and practise to ensure you are ready before you apply.

POLICE



VICTORIA POLICE FITNESS APP



VICTORIA POLICE

Victoria Police fitness test

Watch the fitness test video @ www.policecareer.vic.gov.au and download the **POLICE FIT** fitness app to start your training today!



GRIP TEST

GOAL You will need to achieve 30kg or higher on both hands.

HOW Grip the dynamometer with one hand and raise above your head with a straight arm. When ready, squeeze the dynamometer with maximum effort while slowly lowering your straight arm out in front of your body until it rests beside your leg, then release.

WHY To measure your finger, hand and forearm strength.

TIP Forearm strength is equally important as hand strength for this test and don't forget to work harder on your non-dominant side.



PUSH UPS

GOAL You will need to achieve five successive push ups on your toes.

HOW Start by lying flat on the ground with your hands below your shoulders and your toes making contact with the floor. Then, push up, keeping your back and arms straight. Then, continuing to keep your back straight, lower your torso until your arms are at a 90 degree angle from shoulder to elbow, with your body in a straight line. Repeat five times.

WHY To measure your upper body strength.

TIP Ensure you follow correct technique, focus on being able to control each push up and practise to be able to do more than the five reps required for the test.

Download the **POLICE FIT** fitness app to start training for the Victoria Police fitness test today!

Available for download from the App Store and Google Play.

POLICE FIT fitness app is available for download from:





PRONE BRIDGE

GOAL You will need to hold the bridge position, maintaining a straight line from shoulders through the hips, knees and toes for 60 seconds.

HOW To adopt the prone bridge, you lie face down and align your toes under your ankles and place your forearms under your shoulders. Then lift your body in a straight line, balanced on your forearms and toes while looking at your hands. Hold this position for 60 seconds.

WHY To measure your core strength.

TIP Be sure to maintain a straight body position and train to hold this position for more than the 60 seconds required.



BEEP TEST

GOAL You are required to attain a level of 5.01 on the beep test.

HOW Mark out a 20 metre course on a flat surface with markers at each end. Download the beep test audio file and ensure that you are running the segments in the required timeframe as denoted by the beeps.

WHY To test your cardiovascular and aerobic fitness.

TIP Remember to ensure that one foot touches or crosses over the line at each turn and practise to achieve more than the 5.01 required. Download the beep test audio file at www.policecareer.vic.gov.au.



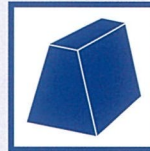
SWIM TEST POLICE APPLICANTS ONLY

GOAL You are required to swim 100 metres in 4 minutes, using any stroke or combination of strokes, without stopping or allowing your feet to touch the bottom of the pool at any time.

HOW Start in the water holding on to the edge of the pool. You will need to swim the 100 metres without stopping, ensuring that you touch each end of the pool before pushing off to swim the next lap.

WHY To assess your ability to save yourself or others in the water.

TIP You may need to undertake swimming lessons if you are not a strong swimmer. Train to achieve more than the 100 metre distance required in the 4 minute timeframe to provide you with confidence on testing day.



OBSTACLE

GOAL You are required to climb over a 1.3 metre obstacle in a controlled manner.

HOW Start by standing in front of the vaulting horse with your hands resting on its top. When ready, support your body weight using your hands until you can position one knee on top of the obstacle. Using the anchor points of your hands and knee, climb over the top of the obstacle and down the other side.

WHY To test your ability to support your own bodyweight.

TIP Find a technique that works best for you.



ILLINOIS AGILITY TEST

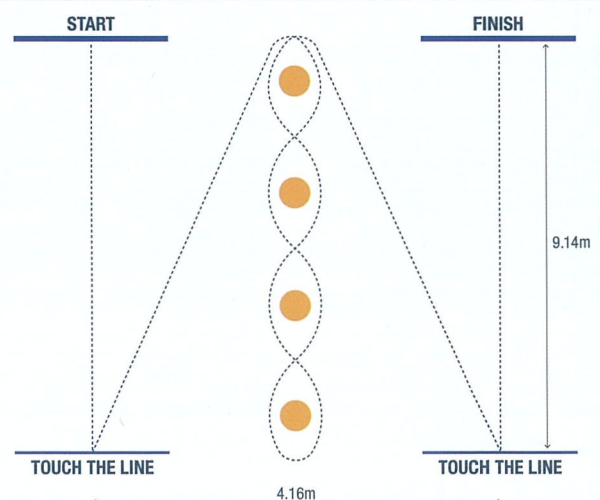
GOAL You are required to run the full course in 20 seconds or less.

HOW Set up a course reflecting the dimensions required (google search will provide exact measurements) using a space approximately 9.14m x 4.16m in size. Use household items such as plastic bottles as markers to replace cones. Start by lying flat on the floor, hands beside your shoulders and run the course without touching any of the markers.

WHY To test your speed and agility.

TIP Practise your starts to be able to pop up with speed from the floor position and transition into a sprint quickly. Remember to avoid hitting the markers as you weave through the course.

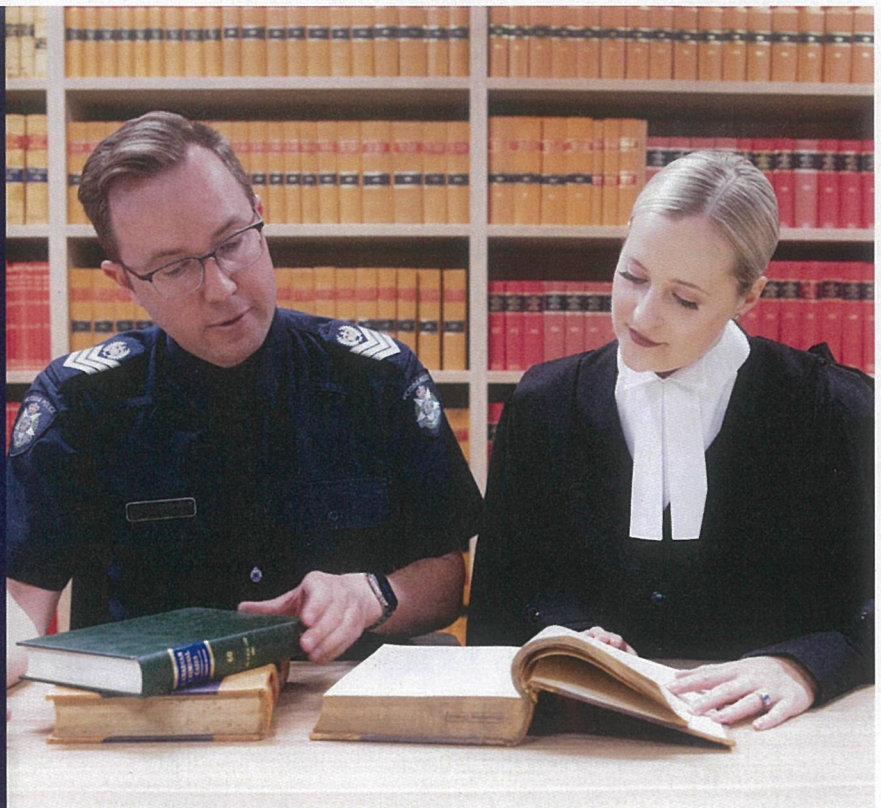
AGILITY COURSE SET-UP





VICTORIA POLICE

PROSECUTIONS PATHWAYS



The role of a Victoria Police Prosecutor is to provide independent and professional prosecutorial services to the community of Victoria by supporting judicial and coronial proceedings on behalf of Victoria Police.

*Please note: Victoria Police primarily prosecutes in the Magistrate's Court.

LEGAL SERVICES DEPARTMENT

There are two pathways into Victoria Police prosecutions. The first pathway is via General Duties policing and the other through VPS after completing university studies and admission to practice as a lawyer.

POLICE OFFICER

General Duties Policing, (2-4 years minimum)

- Police Officers must complete the Prosecutor Training Course, which is available to both prosecutors and VPS Police Lawyers. Upon successful completion of the training modules, members obtain the Prosecutors Training Course and Graduate Certificate in Police Prosecutions qualification.

- Police Prosecutors predominantly work regular office hours with the opportunity to join specialist units.
- Prosecutors present cases to the courts and provide advice on evidence and legal procedures to police.

VICTORIAN PUBLIC SERVICE

Police Lawyer

- Must hold admission to practice as an Australian Lawyer.
- Hold a current Practising Certificate or eligible to apply for an Australian Practising Certificate. Positions at VPS4 and above must hold a current unrestricted Practising Certificate.

- Police Lawyers appear on behalf of Victoria Police in court and have been integrated to work alongside Victoria Police Officers.
- Areas of work include: Prosecutions, Family Violence, Civil Law, Criminal Law, Commercial Law, Employment Law and Legal Policy.

FOR VPS RECRUITMENT:

✉ vpsrecruitment@police.vic.gov.au
📍 police.vic.gov.au/vps

FOR POLICE RECRUITMENT:

✉ aat-enquiries-mgr@police.vic.gov.au
📍 police.vic.gov.au/police

☎ 03 8335 5003





VICTORIA POLICE

PROSECUTIONS PATHWAYS

POLICE PROSECUTOR

- After completing your probationary period (2 years) you will be eligible to complete a screening day to determine your eligibility for the Prosecutor Training Course.
- Upon completion of Module 1, Prosecutors are qualified to attend matters listed in the Magistrates' Court.
Prosecutors that have completed Module 3 will have fulfilled the formal requirements to obtain the Graduate Certificate in Police Prosecutions.
- There are various work units and jurisdictions that Police Prosecutors work in, these include: Magistrate's Court, Children's Court and specialist units such as Coroner's Court, Research & Training, Liquor Licensing and more. Positions are located across the state in both metro and regional areas.
- Police Prosecutors work with a number of stakeholders, including: Informants, external lawyers and barristers, Victoria Legal Aid, Women's Legal Services and Child Witness Services.



VPS POLICE LAWYER

- Police Lawyers are employed across various work units within the Legal Services Department. Police Lawyers work alongside Police Officers to provide legal advice and assistance to the Victoria Police force.
- Police Lawyers primarily engage in civil related application work, including but not limited to family violence and personal safety intervention orders, applications to be deemed non-prohibited persons and other civil matters.
- Police Lawyers appear and present evidence in court and represent Victoria Police in civil and administrative proceedings and associated administrative functions.
- Police Lawyers have been a part of the Legal Services Department since 2009 and have formed a cohesive framework for networking, professional development and career progression within Victoria Police.
- Positions range from Legal Support Officer (VPS2) through to Legal Practice Manager (VPS7).
- Police Lawyers are invited to participate in the Prosecutor Training Course; upon successful completion they are able to prosecute criminal matters on behalf of Victoria Police.



FOR VPS RECRUITMENT:

✉ vpsrecruitment@police.vic.gov.au
📍 police.vic.gov.au/vps

FOR POLICE RECRUITMENT:

✉ aat-enquiries-mgr@police.vic.gov.au
📍 police.vic.gov.au/police

☎ 03 8335 5003





VICTORIA POLICE

FORENSIC PATHWAYS



The Victoria Police Forensic Services Department (FSD) is one of the largest providers of forensic services in Australia. Victoria Police has a number of facilities around the state including our main facility at Macleod; offices at Spencer Street, regional forensics hubs at Ballarat and Morwell as well as regional fingerprint offices across Victoria.

PATHWAYS TO FORENSIC SERVICES

There are two pathways into the Victoria Police Forensic Services Department. The first pathway is via General Duties Policing and the other is through admission to the Victorian Public Service (VPS). As a forensic staff member, you will specialise in one area or field.

POLICE OFFICER

General Duties Policing, (2-4 years minimum)

- 31 weeks Academy training starting as a General Duties Constable.
- Shift work
- Apply to forensic services as a Senior Constable after 4 years in General Duties Policing.
- Scene Work

Role involves:

- Recording of scenes and collection of physical evidence for later examination.

VICTORIAN PUBLIC SERVICE

Forensic Officer

- Most positions require minimum 3 years undergraduate university degree.
- Lab based/office work

Role involves:

- Mix of office hours and shift work, working individually and specialising further.

FOR VPS RECRUITMENT:

✉ vpsrecruitment@police.vic.gov.au
📱 police.vic.gov.au/vps

FOR POLICE RECRUITMENT:

✉ aat-enquiries-mgr@police.vic.gov.au
📱 police.vic.gov.au/police

☎ 03 8335 5003





VICTORIA POLICE

FORENSIC PATHWAYS

FORENSIC OFFICER (VPS) DEPARTMENT AND EDUCATIONAL REQUIREMENTS

The VPS pathway can lead to; Audio Visual, Biological Sciences (including DNA), Botany, Chemical Trace Evidence, Clandestine Laboratories, Criminal Identification, Document Examination, Drug Analysis, Fire and Explosion Investigation, Fingerprints and Vehicle Examination.

Scientists

- Mandatory degree in science and a relevant major study (e.g. chemistry, biology).
- Limited positions for scientists with botany, material or other scientific specialities.

Audio Visual

- Science degree (physics or computing).
- Arts/humanities degree (media or linguistics).
- Extensive telecommunication or broadcast audio visual experience.

Fingerprints

- No prerequisite qualification, but due to competitiveness most successful applicants have a relevant degree (science or criminal justice).
- Must complete Advanced Diploma of Forensics Investigation and the Graduate Certificate in Forensics Fingerprints Investigation once employed.

Criminal Identification

- Forensic Officers with graphic design experience.

Vehicle Examiners

- Mechanics and panel beaters.

Technical Support

- May have a scientific qualification or may have been trained on the job.
- Number of support staff roles including: finance, human resources, education, quality, facilities, security, exhibit management and administrative support.



POLICE OFFICERS IN FORENSIC SERVICES

There are a number of positions for Police Officers in forensic services with no formal qualification needed.

Police generally begin their careers in forensic services as a Senior Constable and through training will complete an Advanced Diploma of Public Safety (Forensic Investigation – Crime Scene Investigation) after they commence.

The police pathway can lead to a career in various areas in forensic services, such as Ballistics, Chemical, Biological and Radiological/Disaster Victim Identification, Collision Reconstruction and Mechanical Investigations, Criminal Identification and Major Crime Scene investigation.

FOR VPS RECRUITMENT:

✉ vpsrecruitment@police.vic.gov.au
📞 police.vic.gov.au/vps

FOR POLICE RECRUITMENT:

✉ aat-enquiries-mgr@police.vic.gov.au
📞 police.vic.gov.au/police

☎ 03 8335 5003

🔍 **POLICE CAREERS**



There's more for you in the country

Country policing provides a diverse and rewarding career experience as well as many lifestyle benefits including work-life balance, community connection and a lower cost of living. Wherever you choose to work, it will be against the backdrop of Victoria's most picturesque landscapes, from the bush to the snow-covered alps, and everything in between.

The benefits

- Country police can undertake a broader range of duties that entail greater responsibility that metropolitan police aren't exposed to, thereby gathering valuable career experience to assist career progression.
- Opportunities for professional development through role upgrading, temporary transfers, and location-based training (e.g. alpine training, 4X4 driving courses).
- Better work/life balance and opportunity for greater local community involvement.
- Reduced cost of living, with potential savings in transport, housing, and utilities expenses.
- Access to financial benefits depending on your work location, such as the Victoria Police remote allowance, one-person station allowance, and remote area salary packaging.
- Country policing skills are highly regarded as part of the transfer and promotion process when applying for available positions.

Remote allowances and benefits

If you are appointed to or required to work at any of the remote allowance location stations (as listed below), you may be entitled to the following allowances:

- Relocation allowance.
- Yearly remote allowance.
- Reimbursement of telephone expenses.
- Cost of comprehensive insurance cover while relocating.

Remote Allowance Locations: Apsley, Bendoc, Beulah, Birchip, Buchan, Cann River, Corryong, Culgoa, Dimboola, Edenhope, Goroke, Harrow, Hopetoun, Jeparit, Kaniva, Mallacoota, Manangatang, Murrayville, Nhill, Omeo, Orbost, Ouyen, Piangil, Rainbow, Robinvale, Sea Lake, Speed, Swifts Creek, Underbool, Walwa, Warracknabeal, Woods Point, Woomelang.*

* As listed in the Victoria Police (Police Officers, Protective Services Officers, Police Reservists and Police Recruits) Enterprise Agreement 2019.

Remote area salary packaging

If you live and work within a remote area as defined by the Australian Taxation Office (ATO), you may be able to salary package the cost of:

- Interest you pay on your mortgage for the house you live in.
- Rent you pay an estate agent or private party for the house you live in.
- Electricity or gas expenses, however only if you salary package your rent or mortgage interest.

The ATO website lists the areas it defines as 'remote'; these may differ from Victoria Police. For a detailed list visit ato.gov.au

Read about
police working
in the vast
Mallee region.

Keep an eye out for
country policing
stories in Police Life
magazine.

police.vic.gov.au/police-life-magazine

SCAN HERE



To speak with someone about country policing
contact the Victoria Police Recruitment Team:

(03) 8335 5003

policecareers-mgr@police.vic.gov.au



**MADE
FOR
MORE**

Pursuing a career in country policing

If you are from the country and want to return home to work or are a metropolitan police officer looking to make the move, there are options available to help you find the right work location.

Nominate your preferred country location

Prior to completing their 31 weeks of training at the Victoria Police Academy, recruits can preference their preferred work location from a list of selected regional police stations. Applicants in the police recruitment process also have this option.

Upon completion of training at the Academy, the constable will be placed directly to their chosen regional police station where they must complete two years of service.

At the conclusion of the two-year service period, constables will be eligible to transfer to an advertised position or lodge an expression of interest for a general duties position.

Choosing a preferred regional police station provides recruits with more control over their future, with the opportunity to plan for a required move or return home to work in their local community.

Recruits can choose a selected regional police station as a work location on completion of all formal constable training.

Regional preference locations may include:

- Ararat
- Bairnsdale
- Hamilton
- Horsham
- Kerang
- Nhill
- Mildura
- Portland
- Robinvale
- Shepparton
- Stawell
- Swan Hill
- Warracknabeal

* Please note this list is subject to change without notice.



After 10 years of policing in the city and suburbs of Melbourne, I moved back to the country for something different and have loved it.

My first taste of country policing was in Gippsland, which inspired me to take on new challenges in Sunraysia (Mildura) and Central Victoria (Bendigo), before I came back to Gippsland.

One of the things I love about working in the country is the connection to the community. Country policing is essentially neighbourhood policing, with communities, stakeholders, and police rallying around each other and working together to solve problems and address issues. Being a part of a country community is very rewarding and I'm actively involved with my local clubs and community groups. People supporting people is just the country way of life, I'd encourage anyone to give it a try.

– Superintendent Mark Edwards, who works across the East Gippsland and Wellington areas

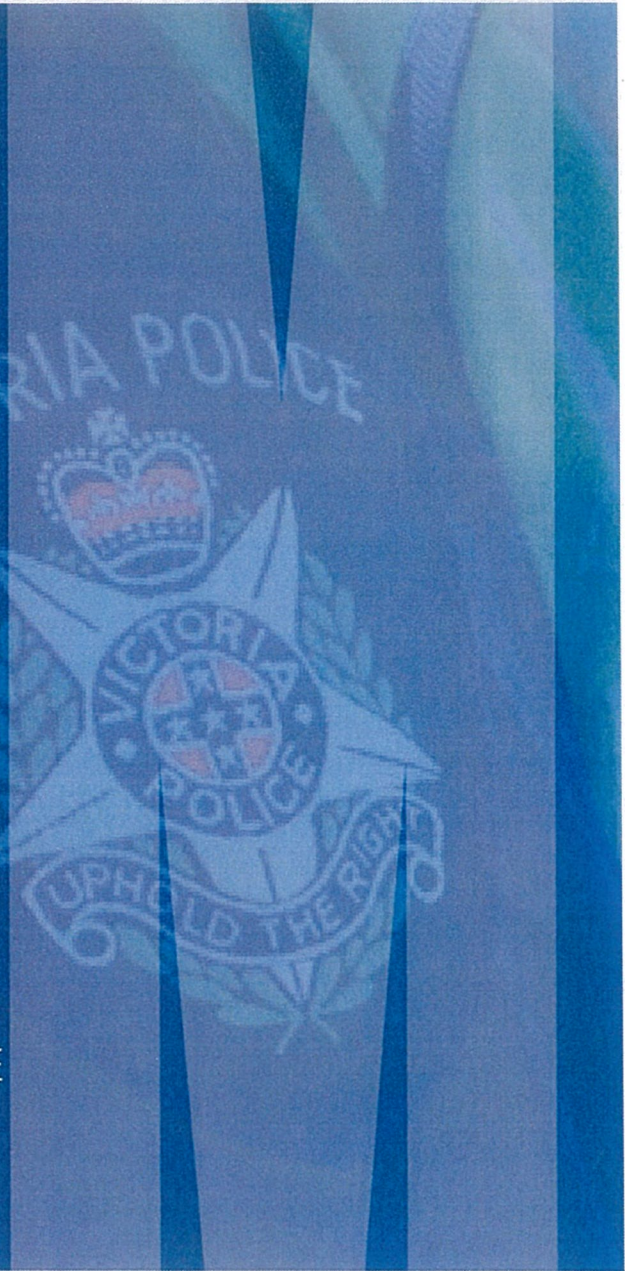


MONASH
University

BACHELOR OF CRIMINOLOGY AND POLICING

CRIME IS A COMPLEX PHENOMENA, WHICH
REQUIRES IT TO BE VIEWED FROM VARIOUS
PERSPECTIVES.

IN A JOINT-VENTURE WITH VICTORIA POLICE, THE
BACHELOR OF CRIMINOLOGY AND POLICING IS THE
ONLY COURSE OF ITS KIND IN AUSTRALIA.



- 📍 Clayton
- 🕒 3 years
- 📅 February intake

Be a force for good.

Crime is complex, ever-evolving and all around us. Criminology is the study of crime, and the lens through which we can understand it, define it and evaluate the response to it.

With better, more ethical and effective systems, policies and policing, we can prevent crime and protect people. Studying criminology and policing allows ambitious, empathetic and analytical justice seekers and aspiring police officers to gain the skills, experience and education necessary to change lives and communities.

Monash University prepares you to have an immediate impact with a Bachelor of Criminology and Policing unlike any course offered anywhere else in Australia. Ranked in the top 1% of universities globally, our criminology course is taught by world-leading experts in the most prevalent areas of crime, including gendered violence, marginalisation, risk and surveillance and victimology.

In the Bachelor of Criminology and Policing you have the opportunity to obtain two qualifications in only three years: a Bachelor of Criminology and a Diploma of Policing.

You will understand crime in a global context and are able to enrol in specialised electives to deepen your learning, such as, International Crime and Justice and Crimes of the Powerful.

This streamlined program enables you to be mentored by active members of Victoria Police, and spend your final year in the academy.¹



Scan this code
to learn more
about this
degree

monash.edu/study/course/a2014



Bachelor of Criminology and Policing course structure

Year 1

Semester 1	The global crime problem	The complexity of crime	Criminology, Arts, or Free elective	Criminology, Arts, or Free elective
Semester 2	Punishment, courts and corrections	Crime prevention and crime control	Criminology, Arts, or Free elective	Criminology, Arts, or Free elective

Year 2

Semester 1	Indigenous justice in Australia	Foundations in researching crime and justice	Policing	Criminology, Arts, or Free elective
Semester 2	Crime and justice policy	Victims, justice and the law	Developing professional skills: Data collection and evidence-based practise	Sex, gender and crime

Year 3

Semester 1	Police leadership and professional practice (Undertaken online whilst at the Victoria Police Academy)	Diploma of Policing units (undertaken through the Victoria Police Academy)*
Semester 2	Contemporary issues in policing practice (Undertaken online whilst at the Victoria Police Academy)	Diploma of Policing units (undertaken through the Victoria Police Academy)

* Note: 24cps of Credit granted at the end of Phase 3 Academy based training equivalent to first year electives

Expert knowledge

You'll learn about crime committed by individuals, groups, organisations and states, and the mechanisms of the criminal justice system, including police, courts and corrections.

Options are available to develop knowledge of specific criminal concerns, such as sexual violence, gendered violence, punishment, criminal justice processes, marginalisation, drugs, cybercrime, risk and surveillance, victimisation and perpetration, youth crime, and crime prevention and transnational justice practices.

Diploma of Policing

The Bachelor of Criminology and Policing is a pathway to your policing career. This course will provide you with the chance to apply to join Victoria Police and if successful, continue your studies at the Victoria Police Academy, where you will gain practical experience and go on to work in the police force. Successful students will complete two separate qualifications (Monash Bachelor of Criminology and Victoria Police Diploma of Policing), increasing your employability.¹

1. Acceptance into the Bachelor of Criminology and Policing degree does not guarantee acceptance into the Victoria Police Diploma of Policing. Standard Victoria Police recruitment processes and selection criteria apply.

2. Eligibility requirements apply: first-year students in a Monash Arts single or double degree, in good academic standing, who've undertaken 24 points of credit (including a minimum of 12 points in arts) and have passed all their arts units.

Global Immersion Guarantee

As a Bachelor of Criminology and Policing student, you'll have access to the Monash Global Immersion Guarantee (GIG), an award-winning initiative that will enable you to explore first hand the relationship between society, technology and the environment.

It's a two-week, funded field trip for all first-year Monash Arts single or double degree students to one of five destinations – India, Indonesia, Italy, Malaysia or the Pacific Islands. Your flights, accommodation and in-country travel costs are all covered!²

For more information, visit: monash.edu/global-immersion-guarantee

For police professionals to be most effective, they need to understand not only the crime event, but also the broader context in which crime occurs, the drivers of criminal behaviour and the limits of formal and informal responses to crime.

The breadth and depth of the Bachelor of Criminology and Policing is a valuable framework for any student considering a career in policing.

Dr Kate Burns
Program Director

Career options

- Anti-corruption
- Border force
- Corrections
- The courts
- Crime prevention
- Department of Justice
- Family violence prevention
- Government agencies
- Human rights
- Juvenile justice
- Legal support
- Mediation
- Police officer
- Social welfare, and more.

Further information:
monash.edu/study/course/a2014

Information correct as at July 2022. Unit offerings may change from year to year.
CRICOS provider: Monash University 00008C

A NEW ROLE, A STRONGER TEAM

POLICE CUSTODY OFFICER

PCOS WILL BE STATIONED AT THE FOLLOWING LOCAL POLICE STATIONS ACROSS VICTORIA:

- Ballarat
- Dandenong
- Heidelberg
- Geelong
- Sunshine
- Broadmeadows
- Frankston
- Mildura
- Ringwood
- Moorabbin
- Wodonga
- Bendigo
- Swan Hill
- Mill Park
- Warrnambool
- Morwell
- Shepparton
- Wangaratta
- Bairnsdale
- Horsham
- Sale
- Melbourne West (CBD)

READY TO TAKE THE NEXT STEP?

To find out more about becoming a Police Custody Officer at Victoria Police and how to apply, visit: policecareer.vic.gov.au/pco

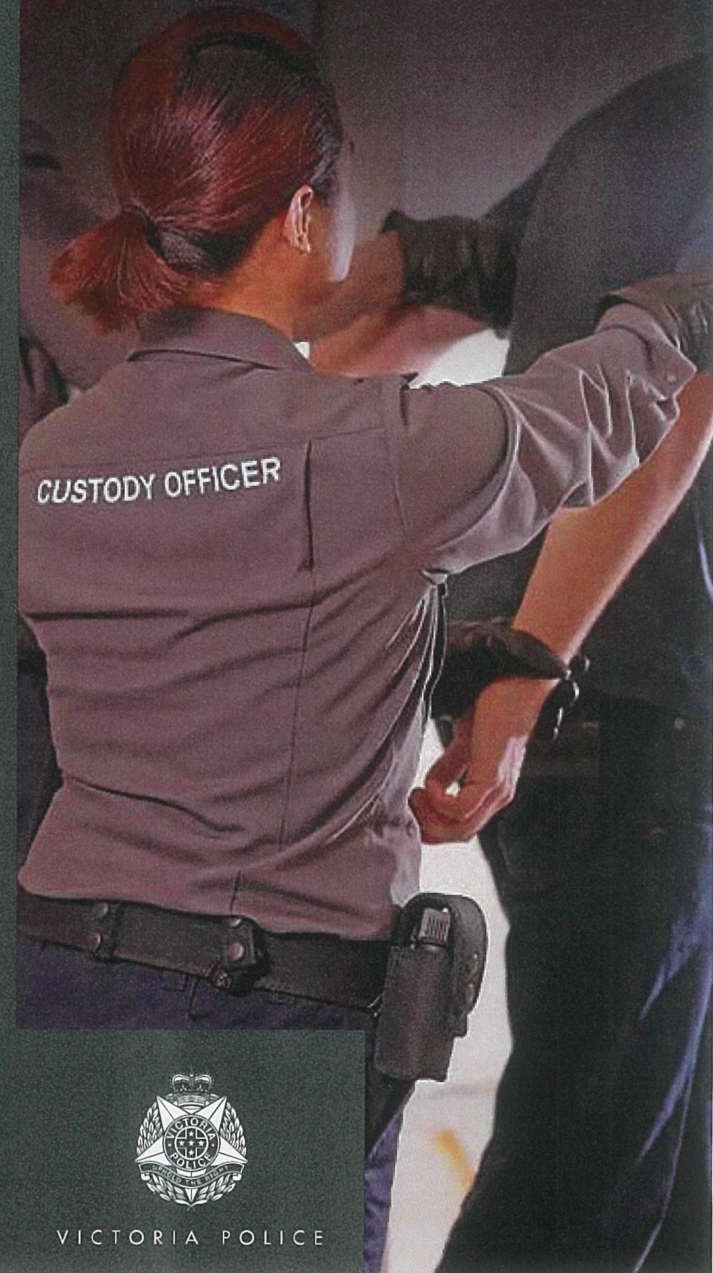
ABOUT VICTORIA POLICE

Victoria Police is an equal opportunity employer with a workforce of 17,000 people comprising Police Officers, Protective Services Officers, Police Custody Officers and public servants. Victoria Police officers work in more than 500 locations across the state to provide a safe and secure society.

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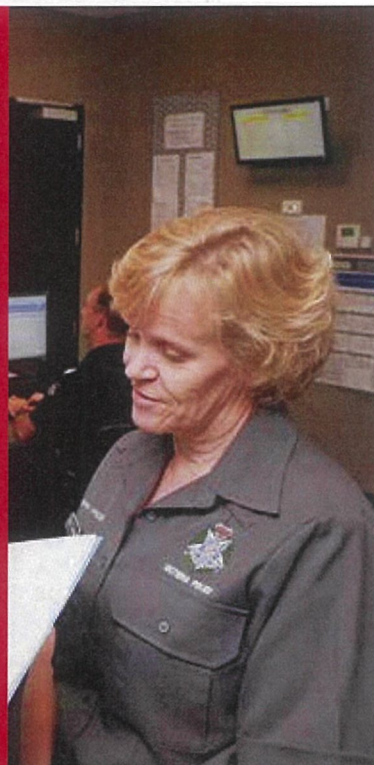


VICTORIA POLICE

POLICE CUSTODY OFFICERS ARE THE NEW LINE OF SUPPORT IN VICTORIA POLICE

Police Custody Officers (PCOs) are Victorian Public Servants who are responsible for overseeing the management of persons in the custody of Victoria Police. You will be a valued member of the local police team and play a crucial role in the management of persons in police custody.

Victoria Police provides an environment in which mature, adaptable, fair-minded people of good character can thrive. It is important that PCOs are able to disconnect from emotional influences and remain resilient and even-tempered while on the job.



HOURS OF WORK

PCOs will be rostered on day, afternoon and night shifts. Shifts last for 8.06 hours and include a half hour meal break. Shift allowances are also paid. The start and finish times may vary depending on location.

Day shift:

commencing between 6am and 10am

Afternoon shift:

commencing between 2pm and 6pm

Night shift:

commencing between 10pm and 12pm

TRAINING

On commencement of employment as a PCO, you will undergo 8 weeks of training which will be held at the Victoria Police Academy in Glen Waverley, Melbourne.

During this period you will learn how to manage persons in custody including how to use effective communication and defensive tactics. After finishing your initial 8 weeks, you will continue your training by undertaking on the job tasks up until week 20.

ELIGIBILITY REQUIREMENTS

- 1 Be an Australian citizen or permanent resident
- 2 Be 18+ years old
- 3 Hold an Australian Drivers Licence (probationary license accepted)
- 4 Body Mass Index of 30 or below
- 5 No outstanding warrants, payment orders or payment plans in relation to traffic or parking infringements

FITNESS TESTING

Applicants will be required to undertake a fitness test during the selection phase, which assesses cardiovascular and physical strength.

Once employed, PCOs will take biannual fitness tests and will be expected to maintain a healthy level of fitness that will allow them to perform operational duties.

PHYSICAL REQUIREMENTS

There are no minimum or maximum height restrictions but applicants are required to have a Body Mass Index (BMI) of 30 or below. We understand that some applicants may have a higher BMI due to muscle mass. This can be tested using a Sum of Skin Folds test.



BENEFITS AND ENTITLEMENTS

As an employee, you will have access to great benefits while working in an interesting and rewarding environment.

In line with the conditions of the Victorian Public Servant Enterprise Agreement, you will be entitled to 7 weeks leave (5 weeks recreation leave and 2 weeks in lieu of public holidays), 14 weeks' paid maternity leave and 2 weeks paternity leave, carers leave and defence force leave.

THE VICTORIA POLICE ACADEMY

PCOs studying at the Academy can apply to 'live in' if their home is located 30km+ from Glen Waverley, Melbourne.

If you are required to live away from home at the Academy during your training, your accommodation and meals will be provided.