



**MADE FOR
MORE**

School Leavers Guide

to a career with
Victoria Police

🔍 police careers

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VICTORIA POLICE

Welcome to the world of policing



You're probably familiar with the flashing lights and blasting sirens during high-speed car chases and detectives scouring crime scenes surrounded by police tape. Or maybe you've heard the screams of "Police, open up!" at a siege. We see this all the time in movies and TV shows, but is this what police really do?

The answer is yes. As a general duties officer you could find yourself performing urgent duty driving on the way to an emergency, and detectives do attend crime scenes as part of their investigation to uncover the truth and solve crimes. At high-risk incidents, our specialist police are required to take control to ensure the safety of everyone present.

But there's a lot more to policing than this. General duties officers are the first responders to all reports of crime, so must be prepared for every situation they encounter. Some officers decide to specialise and go on to work in units that investigate crime trends like organised crime, conduct covert and search and rescue operations, practise law, and much more.

Although police make up most of our workforce, there are other opportunities available to people who want to work with us. You could have a successful career as a protective services officer, police custody officer, or public service employee.

Over time, you may decide to go from one role to another – there's no limit to what you can achieve at Victoria Police.

As you'll see in this interactive guide, some roles don't require a formal qualification as training is done as part of the job at the Victoria Police Academy. If you would like to pursue a qualification first you can always join us later, maybe in an area like forensics.

We value all types of skill sets, embrace diversity, and appreciate the value that lived experience can provide, so there's something for everyone. Keep reading to learn more about us and our recruitment process. We also introduce you to some of our police officers, who talk about their policing careers so far.

We're proud of what our officers do to make the community a safe place for us to live. If you feel the same way, come and join us at Victoria Police.



A policing career with Victoria Police



Victoria Police is an organisation with over 22,000 staff across 350 locations.

We are committed to growing a diverse workforce that is representative of the communities we serve – including diversity of age, gender, culture, religion, and sexual orientation. Right across Victoria, from the heart of Melbourne to the most remote country towns, police officers carry out a range of duties that are diverse, rewarding and challenging to help keep the community safe.

The benefits



Paid from day one of your 31-week training program at the Victoria Police Academy in Glen Waverley.



Generous leave entitlements including 9 weeks recreation leave per year, as well as shift penalties and allowances on top of the base salary.



After completing typically 2-4 years of general duties, you can apply for a specialist police role.



To learn more about salary and benefits [click here](#)

General Duties Policing



The roles and duties of general duties officers mean no two days are ever the same.

About general duties policing

A general duties officer is a first responder at any reportable crime or public need, 24 hours a day, seven days a week. They provide a vital service to the community and are a key part of Victoria Police.

General duties police officers meet people of all walks of life in need of support. Being first on the scene, they both set and uphold Victoria Police's values and standards.

As a general duties officer your duties will change every day.

General duties policework is a rich and rewarding career, as well as the gateway to other specialist roles and areas.

All recruits are typically required to complete a minimum of 2-4 years in general duties prior to applying for any specialist roles or units.



General duties requirements

Every day will be different as a general duties officer.

You will be required to undertake a range of duties including:

- prevent anti-social behaviour
- deal with community safety concerns
- resolve disputes
- attend accidents
- investigate crime
- enforce traffic law
- deal with drug and alcohol affected people
- attend critical incidents and emergencies.

You are also required to perform administrative duties such as:

- submit paperwork on jobs you attend
- keep an ongoing diary of the duties you perform during each shift
- prepare paperwork for courts
- attend court hearings
- give evidence in court.

You may also be required to do community engagement tasks such as:

- attend community events
- talk to and assist vulnerable members of the community
- general interaction with the community members of diverse backgrounds
- build positive relationships with community groups and members.



To learn more about
general duties
policing [click here](#)

POLICE UNPACKED:

GENERAL DUTIES



General duties officers form the foundation of Victoria Police and play an essential part in serving and protecting the Victorian community.

They are the first responders at any reported crime and provide service to the community 24 hours a day, seven days a week.

To ensure these officers are capable of responding to whatever comes their way, they wear a specially-designed uniform and carry a wide range of equipment.



- 01 Equipment belt**
Used to carry police equipment.
- 02 Extendable baton**
A telescopic baton compact enough to be carried in the equipment belt.
- 03 Baseball cap**
Provides officers with protection from the sun and reduces overhead glare.
- 04 Hand sanitizer**
Used to maintain good hygiene.

- 05 Police badge**
Identification for an officer – also known as a 'Freddie'. Historians are still divided on the origin of the colloquial term.
- 06 Oleoresin capsicum spray**
A rapid and non-lethal way to incapacitate a person while undertaking policing duties.
- 07 Handcuffs**
A form of restraint to help prevent escape and reduce the risk of injury or death.

- 08 IRIS device**
Mobile technology for officers to perform location, vehicle, licence and person checks. The devices also allow officers to access to information from national databases.
- 09 Short sleeve undergarment**
A short sleeve shirt worn beneath the ballistic vest for comfort.

- 10 Day book**
Used by officers to record incidents while on patrol.

- 11 Radio**
Used by officers to communicate.
- 12 Rank slides**
A means of distinguishing officers' ranks – also known as 'epaulettes'.

- 13 Ballistic vest**
A vest containing protective body armour and pouches for police equipment.
- 14 Body-worn camera**
A portable camera used to capture real-time audio and video recordings of interactions between officers and the public. Footage from these cameras can be used as evidence in court and for investigative purposes.

- 15 Leather gloves**
Worn by police during ceremonies or other events requiring ceremonial uniform.

- 16 Safety glasses**
Protects officers' eyes from potentially hazardous contaminants.
- 17 Disposable gloves**
Protects officers' hands from potentially hazardous contaminants.
- 18 Side arm pistol**
A Smith and Wesson handgun carried with a torch mount.

- 19 Spare magazine**
Provides additional rounds for the side arm pistol when a reload is required.

- 20 Mini torch**
Provides additional light when required.
- 21 Conducted Energy Device (CED)**
An electroshock weapon, also known as a 'taser', used as a non-lethal option to temporarily incapacitate a person. All frontline police and protective services officers will receive CEDs as part of a five-year rollout set to start in 2023.

- 22 CED belt holster**
Used to secure the CED to an officer's equipment belt. Alternatively, officers may choose to wear a leg holster.
- 23 Long sleeve undergarment**
A long sleeve shirt worn beneath the ballistic vest for comfort. The long sleeves are designed to protect officers from both cold weather and the sun.

Victoria Police regularly reviews all uniforms to ensure they are fit for purpose. Because of this, uniform and equipment can be updated at any time.

Specialist roles and areas for police officers



Explore the specialist career pathways open to you after a period as a general duties police officer.

As a general duties police officer, you will interact with specialist officers, areas and task forces. This will give you exposure to the broad range of career pathways on offer at Victoria Police.

After completing typically 2-4 years of general duties, you can apply for a specialist police role. These specialised areas allow you develop a skill set in a specific field of expertise.

Securing specialist roles can be competitive, depending on your area of interest.

Specialist units at Victoria Police

- Air Wing
- Armed Crime Squad
- Bomb Response Unit (BRU)
- Criminal Proceeds Squad
- Critical Incident Response Team (CIRT)
- Detective
- Dog Squad
- Major Collision Investigation Unit (MCIU)
- Missing Persons
- Mounted Branch
- Public Order Response Team (PORT)
- Road Policing Drug and Alcohol Section (RPDAS)
- Remote Pilot Aircraft and System Unit (RPAS)
- Special Operations Group (SOG)
- State Highway Patrol Solo Unit
- Search and Rescue Squad (SAR)
- Water Police Squad



To learn more about specialist roles and units within Victoria Police [click here](#)



Real Stories: Constable Katie Walker



“Helping the community, you feel a lot more connected. You understand what’s going on in the community, you understand different cultures.”

Meet Constable Katie Walker

It was only nine months after finishing high school that Katie joined Victoria Police. While Katie was the youngest recruit at the time, her experience as an Air force cadet, SES volunteer and time working at St John Ambulance equipped her with the skills and confidence she needed to excel.

Katie loved her time at The Academy. As she had only recently finished high school, she was familiar with the classroom setting, and enjoyed the social aspect of training to be a police officer.

After graduating, Katie was stationed at Oakleigh Police Station as her 'Dedicated Training Workplace' for three months. During this time Katie was mentored by more senior members to ensure she had all the support she needed to adjust to life as a police officer. Katie loved the supportive environment, and the camaraderie among her workmates meant she looked forward to going to work each day.

Now, as a general duties officer, Katie loves her time on the van, especially the connection to her community it brings. Being a younger police officer helps her engage and connect with younger members of the community – which ultimately leads to better outcomes for everyone.

“Being a younger member, I find it easier to relate to people. Some younger kids also find it comforting to talk to someone their age.”

As Katie continues to learn and grow as a constable, she’s looking forward to a long and fulfilling career with Victoria Police where she can continue to make a positive impact on the community.



Watch

Victoria Police Real
Stories – Constable
Katie Walker



Real Stories: Acting Senior Sergeant Julian Tang



“There is no career that I can think of that comes close to the legacy you leave behind with every community interaction. And the more diverse people we have in the organisation. The greater the net positive community result.”

Meet Acting Senior Sergeant Julian Tang

Like many, one of Julian’s greatest fears is to pigeonhole himself too much in case he misses out on other opportunities.

Having built a successful career in supply chain and logistics, it was an exchange with Victoria Police members while in the Reserves that the Acting Senior Sergeant later reflected on, reigniting an interest in policing.

“These members were from a diverse workgroup - they ranged from being part of the Drug Squad, Fraud Squad, State Surveillance Unit and General duties,” Julian recalled.

“In totality, I think I had about 100 years of policing experience that I gained information and learned from, which allowed me to manage my expectations and work on any perceived gaps.”

It wasn’t long into his general duties while stationed at Fawkner and Brunswick police stations that Julian’s knack with data was noticed. Since then, he has worked in several areas, including the Sexual Offences and Child Abuse Investigations Team, tasking and operations, and as a frontline sergeant in Moonee Ponds.

Today, he’s helping guide and grow our frontline, ensuring each new member is an active element in continuous improvement.

His advice to anyone considering a role in policing is to ask questions and to use the responses to manage your expectations.

“The more diverse people we have in the organisation, the greater the net positive community result.”



Watch

Victoria Police Real
Stories – Acting Senior
Sergeant Julian Tang



Real Stories: Assistant Commissioner Lauren Callaway



“When I joined Victoria Police, I wasn’t thinking about career development, I was just focusing on learning the tradecraft of policing.”

Meet Assistant Commissioner Lauren Callaway

A former journalist and published writer, Lauren has spent nearly 30 years in policing.

After working operational duties in Melbourne, Ballarat and Geelong, Lauren took a promotion to Sergeant in the Intelligence and Covert Support Department.

There she spent six years in forensic intelligence, working across special projects and establishing the Sex Offenders Registry.

Driven by values of respect and inclusion, Lauren has created innovative solutions to forensic intelligence, post sentence management, women’s barriers to success, and strategic planning in education.

Today, she leads family violence, sexual assault and child abuse responses for Victoria Police within the Family Violence Command.

When reflecting on her career with Victoria Police, Lauren is so grateful for all the opportunities she’s had to learn and develop both professionally and personally. But ultimately, Lauren is most grateful for being in a position to help people who need it most.

“Over the 30 years of being in the police force, I’ve had the opportunity to do some amazing things, and develop my career in police solutions for our most vulnerable people in the community.”

A career at Victoria Police can take you anywhere. As a general duties officer, you’ll be exposed to a broad range of career pathways on offer. Whichever pathway you pursue, we’ll provide you with the necessary training to get you there.



Watch

Victoria Police Real
Stories – Assistant
Commissioner
Lauren Callaway



The Recruitment Process



Online application



Preliminary checks



Entrance exam



Fitness test



Psychological testing



Medical review



Comprehensive checks



Panel interview



To learn more about the police officer recruitment process [click here](#)



Victoria Police Academy and police training



Your career as a police officer starts as a paid recruit at the Victoria Police Academy, taking part in the Police Foundation Training Program. This program, combined with further training and placements, prepares you for life as a police officer.

Earn while you learn

As a police recruit, you are paid from your very first day of training.

Your training wage is competitive, and after being sworn in as a probationary constable week 12, your wage can include allowances, shift penalties and overtime payments.

Types and length of training

The Police Foundation Training Program makes up your first 31 weeks of training. The training is completed at the Victoria Police Academy in Glen Waverley.

Your training is broken up into two parts:

- the initial Police Foundation Training Program (weeks 1 - 31)
- further placements and Diploma of Policing (weeks 32 to 116).

Your time at the Academy will expose you to learning through:

- specialist lecturers
- reality-based training
- simulations
- practical scenarios
- case studies
- problem-based learning.

This training is undertaken over the first two years and 13 weeks of your employment.

A shared experience

The police officer training experience is comprehensive, challenging and extremely rewarding. Your time at the Academy will allow you to learn and grow with people that share your values and goals, while learning about a range of subjects and developing skills that are unique to policing.

Future Roles

This initial training and getting your Diploma of Policing is only the beginning. You will continue job-specific training throughout your whole career.

After a period of general duties, there are a range of specialist roles and areas you can explore.



The Police Academy including recruit training, living in and graduation [click here](#)





Student Resources



Eligibility and Suitability Quiz



We'd love you to join the team at Victoria Police.



Before you apply, make sure you are ready and capable to be a police officer by taking our interactive 10 question quiz.

Each suitable answer will progress you to the next eligibility question.



To check your eligibility and suitability to be a police officer [click here](#)



FAQ's & HOT TIPS for applying straight after High School



How to ace the Victoria Police Application Process.

There is no one key attribute, skill or experience that Victoria Police looks for in our police officer candidates. Instead, it's your overall suitability for the role.

1. Check your eligibility to become a police officer

Before you apply, take our interactive eligibility quiz to make sure you're ready and capable to be a police officer.

The quiz will guide you to what requirements you may need to meet to be ready.

 POLICE.VIC.GOV.AU

4. Be realistic about your fitness levels

The fitness test might seem simple but people often over-estimate their ability. Be ready for the fitness assessment when you apply.

Check out our POLICE FIT app - it's got loads of useful training programs. It's free too!



2. Tell us why you want to join!

You have up to 250 words to explain why you want to become a police officer.

Make sure you use this space!!

A sentence or two shows you're not taking this opportunity seriously.



3. Show you are community minded

It shows you're passionate about helping others and can deal with a range of people and situations in, at times, challenging circumstances.

For example, volunteer work at your local lifesaving club or CFA.



5. Draw on your own experiences...

Everyone brings different life and work experiences to the role. Tell us about yours.

For example...

- Have you travelled overseas?
- Worked in retail or hospitality?
- Volunteer at your local sports club?

Why? This can show that you're a team player and have engaged with diverse communities.

6. Be ready to start your training!

Once you have successfully completed and passed all the recruitment steps, there's usually only a few weeks' notice before you start at the Victoria Police Academy. So be ready to go go go!



Your top police recruitment FAQs answered



Can I apply straight after finishing high school?

Yes. If you're over 18 years old!

To apply after high school, there is no prerequisite subject selection.

However, any subjects that develop communication skills, languages and fitness are very useful.

If you're about to leave school and want to become a police officer, here is some advice about developing the life experience we look for in applicants:

- 1. Work experience in a customer service environment.**
This provides exposure to different people and develops communication, teamwork and conflict resolution skills.
- 2. Volunteer experience like working at the local surf lifesaving club or community centre.**
This develops community mindedness and communication skills.
- 3. Sporting club experience, like playing for a local sports team.**
This develops teamwork, communication and leadership skills and a healthy level of fitness.
- 4. Overseas travel like a gap year or extended trip.**
This shows exposure to other cultures, religions, languages and fosters independence and assertiveness.

Do I need a manual driver's license to apply?

No - but you do need an Australian Driver's Licence, which can be either manual or automatic. A probationary licence is accepted.

Is a bachelor's degree needed to become a police officer?

There are no educational requirements to become a police officer - this includes ATAR and VCE prerequisites!

Applicants with a relevant Australian university bachelor's degree may be exempt from sitting the entrance exam.

How many applications can I submit?

Generally, only three Police Officer or Protective Services Officer (PSO) applications are accepted.

Withdrawn applications are not counted in this.

We always encourage people to reapply.

Do you get paid to train at The Police Academy?

Yes - you get paid to train and learn as a recruit from day one. After you are sworn in at the end of week 12, as a Probationary Constable, you will earn \$75,604 (plus allowances).

Do I need to be a General Duties officer to get into areas such as becoming a Detective, Forensics Analyst or Dog Squad?

Yes - all recruits are typically required to complete a minimum of 2 years in general duties before being able to apply for any specialist role or unit.

Where can I learn more about the role of Police Officers?

- Head to our website police.vic.gov.au/police
- Attend one of our free information sessions (online and in person) around the state
- Visit your local police station and chat to a police officer!

Are you ready to be POLICE Fit?



Police officers need to maintain a healthy level of cardio fitness and physical strength in order to meet the physical requirements of the job. As part of the recruitment process, you will be required to undertake a fitness test.

The POLICE FIT app is designed to help prepare you for the fitness test to improve your chances of passing. We've created more tips, more workouts, and more resources to give you the best chance of success.

Download the POLICE FIT app

The app is currently available for both Apple and Android phones. It is free to download and totally advertisement free.



Scan the QR code to download the **POLICE FIT** app to view our new and exclusive fitness test videos and tips on how to complete and prepare for the Victoria Police fitness test today!




Available for download from the App Store and Google Play




Victoria Police is made for ambitious people looking for a career with more challenges, excitement, purpose, and possibilities.





Link to Resource

 **POLICE FIT app**
Free police fitness training tool



Link to App Store

 **Police Fit - Victoria Police on the App Store (apple.com)**



What's Next?



Victoria Police is made for ambitious people looking for a more challenging, more rewarding, and more purposeful career.

Follow the below steps to improve your chances for a successful application.

Register to attend a free Careers Information Session

Hear from us in detail about the recruitment process, life at the Police Academy. It's also your opportunity to ask questions you have and chat to our police members.

Our information sessions, events and seminars provide you with all you need to know about the recruitment process, as well as training information, all about salary and benefits, how to apply and more!



Click here to see our upcoming events



Check your eligibility and suitability

If you haven't already, take our quick quiz to make sure you can fulfill our basic application requirements.

Get prepared

You will be required to submit an online application form consisting of extended written responses, including:

- personal details
- employment history
- education history
- history of prior any offences, traffic-related matters and/or police dealings.

We encourage you to:

- use a desktop or laptop in a quiet space to apply
- allow at least 45 mins to complete your online application
- take your time to complete as the content, grammar and spelling in your extended written responses will all be assessed
- be truthful about any prior offences.

Submit an online application

Start your career journey with Victoria Police and apply to become a police officer today.

Got Questions?

Victoria Police Recruitment Team

8am-4pm (Monday - Friday)

(03) 8335 5003

POLICECAREERS-MGR@police.vic.gov.au



Apply now

