



• Chief Superintendent Campbell-Thomson



TRAINING FOR A NEW CENTURY

By Chief Superintendent C. Campbell-Thomson, Commander Training.

ONE of the most frequently used qualities of the Twentieth Century police officer is the capacity for coping with change. Some of us adapt readily. Others are dragged kicking and screaming from the snug warmth of the familiar and the traditional.

It is no exaggeration to state that, without exception, every member will be affected by the developments taking place in the AFP's Training Department. At the heart of these changes is the Joint Management Review commissioned last year. While details are covered in the JMR's reports, there are a number of crucial themes that need to be understood by those who are adaptable to change and those who are apprehensive of it; particularly the latter.

- Firstly, the obligation to gear training operations to the needs of the AFP now and for the plannable future has absolute primacy.
- Secondly, the AFP exists to serve the nation — not to serve itself.
- Thirdly, the AFP serves no-one without men and women of quality. The Training Department plays a key role in developing this quality.
- Fourthly, and here is the key reassurance for those most apprehensive of change, we are sensitive to the need to bring the hopes and ambitions of the individual on to a convergent course with the immediate goals of the AFP and with its goals across the turn of the century.

While on the subject of the turn of the century, it is appropriate to home-in on the inescapable fact that the AFP's performance then will be a tribute to, or an indictment upon, the actions taken to-

day. It follows that we must be keenly aware of the high standards and quality that will be demanded of those times and that we are not at liberty to risk the future by compromising with standards today.

While this logic has its persuasive edge, it may appear to have a cold cutting edge too; especially to those who have difficulty in reaching the exacting levels of performance demanded.

It would be a bold, even foolhardy, man who would guarantee to deliver a training system that catered immaculately to the needs of the organisation and the individual simultaneously.

Since adopting the key recommendations of the JMR, Training Department has travelled a good distance along the road to this guarantee. From early planning, through organisational and manpower upheavals to the introduction of courses, a clear pattern of equity between the two interests is emerging. The separate components that interact to make such a prospect possible are:

- a good administrative infrastructure;
- up-to-date training technologies and course design techniques;
- trained, dedicated instructors;
- a logical sequence of career training courses;
- a versatile repertoire of specialist training courses;
- objective testing mediums;
- enhanced assessment procedures;
- good training validation.

So, while there is no room for heady excitement or complacency, a comforting picture is beginning to take shape — of a truly professional force getting the professional training support it deserves.

