



*Chief Superintendent Dawson*

look at getting a purpose-built training facility,' he said.

### The Instructors

All the 74 instructors at Barton are serving AFP members.

The instructors are here for two or three years and they can reasonably expect to pick up a promotion during that period,' Mr Dawson said.

'They are committed and dedicated and get a lot of satisfaction out of teach-

ing other people.

'I want to encourage people to remain as instructors for longer so that they get the time and resources to do more course development, but all in all, teaching at Barton is becoming a very attractive phase in a person's career.

'An increasing number of AFP members want to become instructors at Barton.'

### The Workload

About 1,000 AFP members pass through Barton every year.

'About four years ago the AFP did away with exams for promotion and introduced courses,' Mr Dawson said.

'We have a heavy commitment to courses because we find them more cost effective.

'The purpose of the courses is to provide our people with the knowledge, skills and attitudes relevant to their work system .

'The system at Barton is designed to be positive and supportive.

'It is our job to make sure the AFP members succeed.'

### New Developments

Mr Dawson said that a concept introduced in 1987 was proving quite

effective.

We have a professional development unit which conducts mini-courses.

Those courses run for one day up to five days and they are for both NCO's and commissioned officers.

'The courses are highly relevant, low cost and don't take up much time. They cover areas such as industrial relations, negotiating skills, officer survival, communicable diseases and media awareness,' Mr Dawson said.

'We are also going to place more emphasis on College staff development programmes. I would like in time to see as many of our instructors as possible undertake tertiary studies in adult education.'

He went on to say that overall, the AFP's training system was moving in the right direction to become highly relevant quality training.

He stressed that the mission of the Training Division was to be an adjunctive service to line command for training and developing the staff of the AFP.

The primary responsibility for training and developing staff rests with line command,' Mr Dawson said.

## STAGE EIGHT

'Platypus' caught up with two officers doing a Stage Eight Commissioned Officers' Qualifying Course at Barton.

The College is not like a school; it's more like a big family,' they said.

Station Sergeant Bob Lehmann, 37, is a 14 year veteran stationed at the Canberra CIB and Senior Sergeant Max Gabriel, 42, is a 19-year veteran who is part of the Fraud and General Crime Squad in Brisbane.

The course is the gate-way to senior management positions in the AFP.

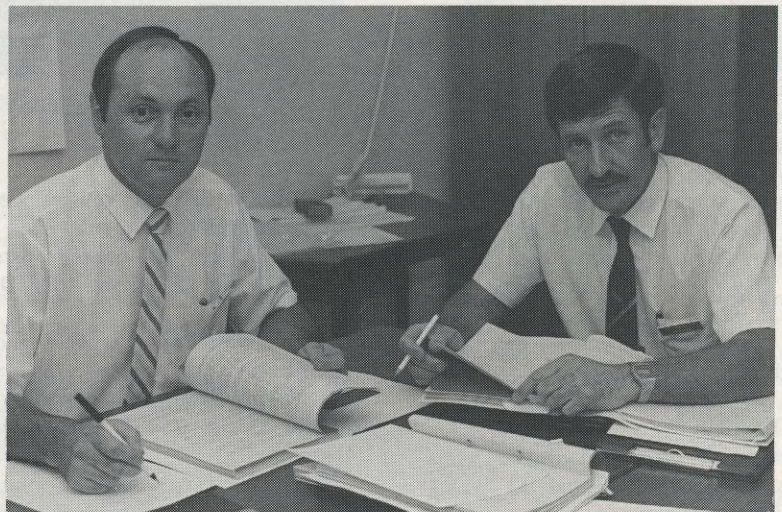
Both men praised the adult learning concept used in the 10 week course.

'Under the new system we are treated like human beings and allowed to develop at our own speed,' Senior Sergeant Gabriel said.

'The instructors push us fairly heavily but we develop ourselves in the course.

'I did a course at Barton two years ago and at that time we were treated as imbeciles and the attitude was very negative,' he said.

Station Sergeant Lehmann said the course emphasis was on making people want to learn rather than



*Station Sergeant Bob Lehmann (left) and Senior Sergeant Max Gabriel hard at work at Barton. (Picture by S/Const. P. McFawn)*

trying to force feed them.

'It's a good course that works very well,' he said.

'It's well planned and it caters for the AFP across the board. The management and command segments are particularly impressive.'

Station Sergeant Lehmann said courses such as the Stage Eight had the beneficial side-effect of making officers more aware of the AFP as a whole.

Participating officers could get up to date with current policies. They had also been able to look at the general administrative area of the AFP and in Senior Sergeant Gabriel's case, policing in the ACT.

They both praised the instructors at Barton, saying their enthusiasm was catching.

'The staff members are excellent and they spend a lot of hours with us,' they said.