

AFP College, Barton

A look at the past, present and future of the AFP's core training base

The Australian Federal Police College – under the umbrella of Learning and Development – has been referred to as the heart and soul of the AFP. Commissioner Mick Keelty emphasised this at a recent recruit-program opening ceremony. The college is the one place almost every member of the organisation can relate to as having studied there at some stage of their career – a place of learning, a place of renewal, a place for debate, where ideas are heard and where we welcome our own people and others, united in learning. It is the alma mater of our sworn members, the place in which they start careers as professional police officers. The bonds and friendships of a lifetime are forged inside its walls. And, in line with the heart-and-soul philosophy of the college, there could be no more fitting tribute to fallen comrades than a monument to their sacrifice, on prominent display in the foyer.

By Federal Agent Terry Butler*

Today, the AFP College is staffed by 78 dedicated members whose aim is to enhance the knowledge and skills of the people who make up the AFP. This is not only true of instructional staff but includes people in supporting roles who are equally dedicated to ensuring that core aim is achieved. The college is one team made up of a number of complementary and supportive elements – the faculties, schools and support functions.

Learning and Development is also more than just the college. It encompasses members located around the various AFP locations including Wanggirralli Ngurrumbai Centre, Weston Services Complex

as well as Northern, Eastern, Southern (including Adelaide) and Western Operations. It is through this approach that L&D can respond to both the generic learning needs of the AFP as well as the more specific. It also reflects the diversity of the AFP.

College core business is well settled. It is responsible for the provision of learning and professional development opportunities for all AFP employees, the development, provision and/or coordination of training assistance to the AFP's Law Enforcement Cooperation Program (LECP) and the delivery of external client investigator training to our partner agencies and, where appropriate, to other agencies in support of Commonwealth Fraud Control Policy.

The college offers a suite of programs to assist in the development of the AFP's people. These include the

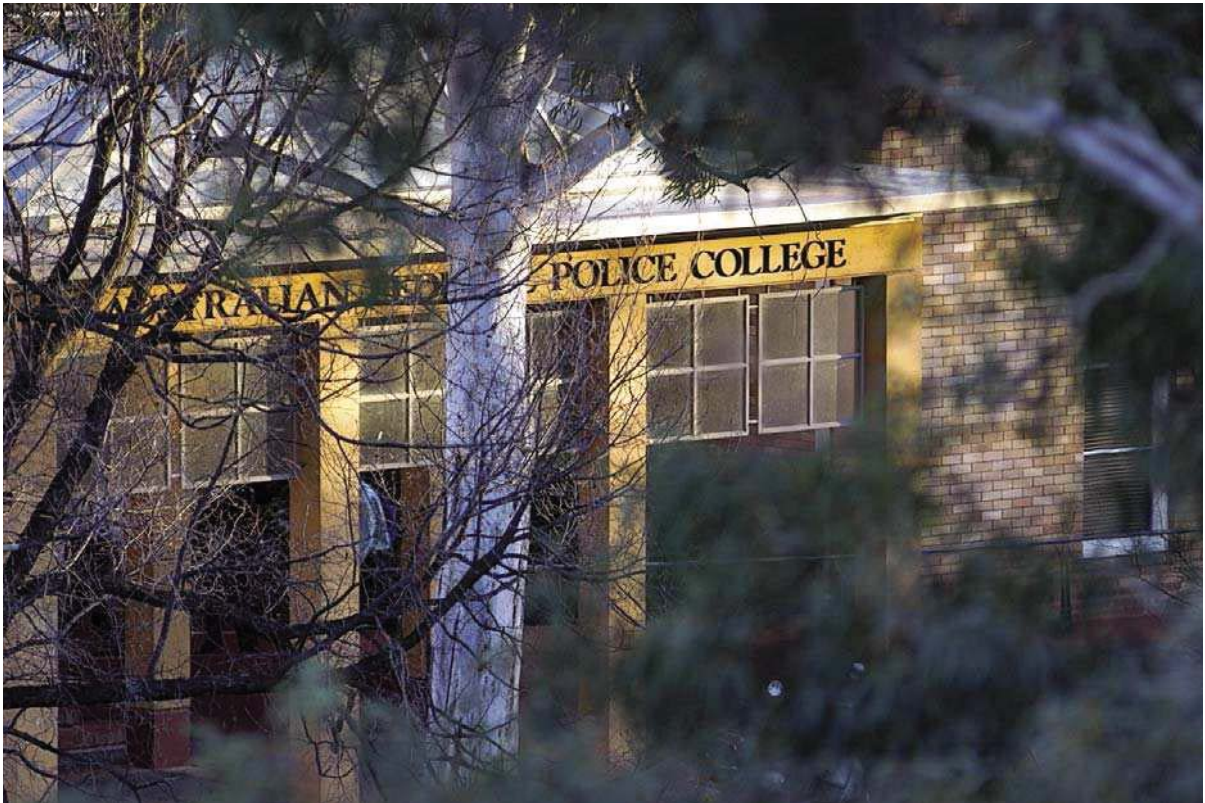


Photo by Brian Hartigan

Advanced Diploma of Public Safety (Investigations) and programs in the Management of Serious Crime, Criminal Intelligence, Surveillance, Financial Investigations, Leadership, Senior Leadership and E-crime as well as numerous other short programs. In keeping with the college's goal of flexible program delivery, there are a number of programs available through the AFP's on-line learning system. AFPOLL also supports other programs by providing pre- and post-course material on line so that participants are better prepared to undergo classroom-based learning and to manage post-program assignments or studies.

The college of today did not just happen – it is a combination of history and careful planning. Within the change environment of the AFP in the late 1990s, the college was searching for new meaning following significant downturns in the early 1990s. It was recognised that, for the college to reclaim its relevance, it needed to become responsive to the organisation's needs and to service these in innovative and flexible ways. Old assumptions relating to AFP training were challenged and replaced, barriers identified and removed and a new way of doing business created.

AFP College is now structured along university lines with faculties and schools and has increased the number of members provided with development

opportunities from 767 in 1996/97 to 4724 in 2001/02. The college is also dedicated to assisting our regional partners throughout the Asia Pacific under the LECP. During 2001/02, 803 overseas-agency members underwent training provided by the AFP, focusing on intelligence, crime-scene management, fraud and narcotic investigations.

With the AFP placing a high premium on equipping employees with the skills and competencies required to address the emerging criminal and terrorist environments, especially post September 11, the college's role is critical. It continues to develop programs in response to the AFP's operating environment – the recent counter terrorism workshop being a good example. A Counter Terrorism Training Coordination Centre was established, not only to develop programs required to equip our people with the knowledge and skills in this field but also to coordinate efforts across Australian law enforcement.

Through the following series of articles, it is hoped the reader will form a clearer insight into the learning and development opportunities available through the AFP's College and develop a sense that the heart and soul of the AFP is very much alive and well.

*Federal Agent Terry Butler was former Director Learning and Development and head of AFP College from 1997 to 2003.

More than just one building, the AFP College, under the umbrella of Learning and Development, is one team made up of complementary support elements in faculties and schools scattered across Australia, in the university mould



Photos by Brian Hartigan



The Faculty of Policing is the arm of L&D that provides the primary training needs of the AFP. The faculty is made up of the Schools of Recruit

Recruit Training – Fact or Fiction

In the past 12 months, the Recruit Training School provided training for more than 350 new recruits and lateral-entry officers. As courses have progressed and instructional staff have gained experience, delivery strategies have been enhanced. Modifications made have been largely based on feedback as a result of constant liaison with the workplace.

Faculty of Policing

Training, Investigations Management and Practice and Community Policing and the Regional Training Teams located in Sydney, Melbourne, Brisbane, Perth and Adelaide.

It is made up of professional practitioners predominantly drawn from the AFP's operational and support personnel who bring with them a wide range of workplace experience and learning facilitation skills. The faculty has been constructed so that it can respond to the ebb and flow of demand placed on the AFP's skills and knowledge response capacity. Its primary aim is to be able to provide such capabilities when needed which means it constantly sense-tests the workplace to identify, as early as possible, what those needs are and ensure their relevancy.

Members of the AFP senior executive and Ngunnawal elder Don Bell look on as new recruits to the AFP are welcomed to Ngunnawal country by Ruth Bell (inset) on their first day at AFP College, Barton

Fact

Currently, the recruit course is 100 working days – or five months – long. About 80 per cent of the course is dedicated to skills training, including OST, firearms, driver training and core interpersonal skills in taking statements, conducting taped records of interview, searches, seizures, arrests and brief compilation. The remaining 20 per cent involves providing the underpinning knowledge required to support the application of the core policing skills.

Recruit Training School personnel are made up of permanent L&D members who manage programs and a significant number of operational personnel,

“The Federal Police Development Program is designed to provide recruits with the requisite underpinning knowledge and skills associated with the foundation of competence.”

with contemporary experience, deployed to L&D for 12 months to share their skills, knowledge and experiences with recruits. This structure allows the school to ensure up-to-date training on issues relevant to operational duties supported by contemporary experience and sound underpinning knowledge.

Recruits must successfully complete their initial training before being deployed to the workplace for 12 months probation.

Fiction

Recruits leave the college with a wealth of experience.

Fact

The course is sequenced so that recruits develop underpinning skills and knowledge components set out in the 14 units of competencies constructed around the AFP corporate requirements that make up the Diploma of Public Safety (Policing).

Recruits receive the theory components of the course as early as possible – evidence and powers a priority. Once this foundation is formed, the recruits build to witness statements, police statements, taped record of interview and overall brief compilation. As the recruits progress through each stage of development and they acquire the skills required to do the job, they learn to associate AFP practice and procedures relevant to each of those requirements.

Recruits are exposed to a full range of PROMIS training conducted over the duration of the course. As they progress through each stage of development, relevant PROMIS requirements associated with that function are introduced and continually reinforced.

The course is designed to permit recruits to progressively develop investigative skills and techniques, continually applying skills acquired through earlier stages of the course and apply the

systems used by the AFP in its day-to-day duties. This process culminates in a range of major exercises designed to demonstrate the full range of organisational requirements.

Fiction

All recruits are confident of their abilities when confronting a live situation for the first time.

Fact

The Federal Police Development Program is designed to provide recruits with the knowledge and skills associated with the foundation of competence. Once this is achieved, they progressively put this knowledge and skill into practical application culminating in their ability to demonstrate a full range of competencies.

This demonstration of competence is within the controlled environment of the AFP College, under simulated conditions. At the completion of the FPDP, recruits are deployed to the workplace where they are required to demonstrate, under supervision, that they can perform required operational functions. Their performance is monitored and each recruit is required to provide a range of third-party reports (prepared by workplace supervisors and peers) on their activities and performance in accordance with organisational standards.

Fiction

Recruits are ready to “hit the road running” as soon as they leave the college.

Fact

Recruits need support and advice. They need to be placed in an environment conducive to asking questions, seeking and receiving feedback and being provided with opportunities to progressively apply skills under guidance and supervision.



Photo by Brian Hartigan

In the long term, this supervised experience will help them develop into effective members of the AFP in the shortest time. To attempt to apply these strategies without the required experience or to teach someone a shortcut without having the experience to be able to justify such a process could jeopardise recruits and bring the organisation into disrepute.

Fiction

Recruits have it easy, are spoon-fed and molly-coddled.

Fact

Today's recruits are required to learn and apply more skills and knowledge than any preceding generation. Technology, community expectation, organisational transparency and doing more with less has created a situation where recruits are exposed to far more, more quickly than any in the past. To survive the overwhelming odds, recruits need all the help they can get from their peers. One of the great strengths of the policing service is that we help and support each other. Recruits in particular, need that help and support.

School of Community Policing and Regional Training Teams

The School of Community Policing and the Regional Training Teams provide the crucial link between the L&D and operational areas to ensure contemporary and relevant training is delivered to people working in community policing and national operational roles.

They are committed to providing timely, high quality and relevant learning opportunities to all clients with focus directed at the work environment. Core responsibilities include the promotion and development of identified training needs and the provision and coordination of that training.

Members also contribute to the research and design of other identified training and performance requirements to meet workplace needs and expectations.

They also support the other schools and faculties. Training delivery methodologies seek to be interactive and promote AFP organisational values and professional practices. The school fosters adult learning strategies to facilitate personal growth to full

In the long term, new police officers' supervised experience will help them develop into effective members of the AFP

“Technology, community expectation, organisational transparency and doing more with less, has created a situation where recruits of today are exposed to far more, more quickly than any of us in the past.”

potential. It offers flexibility in program delivery and invites serving members who wish to refresh their skills and knowledge to attend any session.

The school is also happy to assist with any training issues that may arise in the workplace.

If members are interested in assisting in the development of any program outlined above or would like further information, please contact the school. Staff want to ensure that training materials and scenarios it develops are based on current investigative and legal issues.

Staff in the various schools can be contacted through the AFP College switch on (02) 6270 4811 (speed dial 165811).

School of Investigations Management and Practice

The main focus of the School of Investigations Management and Practice is the design, development and delivery of investigations programs for the AFP and client agencies.

These responsibilities include:

- development of the units of competence for on-line learning in relation to the Advanced Diploma of Investigations. The school has developed several core units in the past few months and is looking forward to having them tested in the workplace. These units have been designed to be as interactive and challenging as possible;
- delivery and assessment of a large number of modules of the Diploma of Policing for new-agent

and lateral-entry programs. Whether you're a past participant, mentor, buddy or team leader, we'd like your feedback on ways to better deliver and assess these programs to make them as workplace-specific as possible;

- coordination of the Certificate IV in Fraud Control (Investigations). This program is primarily designed for investigators working in partner agencies;

- development of the AFP's Financial Investigator Program. Discussions are currently taking place with various universities to establish a post-graduate qualification relating to financial investigations. From early negotiations, it is anticipated that the AFP will run a two- to three-week residential phase. Participants will be given an opportunity to enrol in a graduate certificate, completing either one or two units (depending on individual background and experience). It is anticipated that students can then continue their studies towards a graduate diploma/ masters program. A graduate diploma would take one further year of study to complete;

- development of new packages relating to people smuggling, e-commerce, Internet crime and other emerging transnational crimes affecting Commonwealth law enforcement; and

- delivery of training packages to international law enforcement agencies, as requested and, as organised by the newly-formed International School. This allows instructional staff to be involved in the development of international law enforcement agencies, as well as observing these countries' own methods of operation. We are proud to represent the AFP overseas and to be assisting our law enforcement colleagues in developing their own training packages.



By Dr Suzanne Stanley

The Federal Law Enforcement Training Coordination Centre (FLETCC) develops, delivers and coordinates training for international and Australian-partner law enforcement agencies. It is committed to providing customised, professional, accountable and quality training, through sharing AFP best practices and assisting other agencies

agency and transnational investigations. It also helps to build personal and organisational links between agencies.

Most training programs are customised for each agency's needs. Members of partner Australian and international agencies may also participate in some AFP courses, such as the strategic intelligence, national surveillance and financial investigations training programs. Other agencies can also access on-line learning programs. For example, members of the Australian Crime Commission access the AFP's on-line component of Introduction to E-crime, before completing the ACC's practical workshop.

FLETCC

to adapt them, where appropriate, to their own organisational needs.

Nationally, FLETCC's focus is on helping government agencies to improve their basic investigation skills, particularly in relation to fraud against the Commonwealth. International training programs address the LECP aims of detecting, disrupting and investigating transnational crimes such as drug and human trafficking, terrorism and associated money laundering.

The provision of training to other law enforcement agencies has advantages for both the client and the AFP. Building the capacity of other agencies increases the efficiency and effectiveness of cross-

The International Training Unit was re-established this year following the increased priority given by the AFP to the investigation of transnational crimes and law enforcement capacity building in Australia's region. Law enforcement trainers have also been posted to countries in the region. The training coordination officer attached to the Pacific Islands Forum in Suva and the regional training officer in Bangkok – to be appointed soon – liaise closely with L&D in regard to curricula, training resources, delivery strategies and quality assurance.

The AFP is committed to developing a sustainable increase in law enforcement capacity in our region. One way of facilitating this is to incorporate AFP training programs into local vocational and tertiary qualifications. To this end, we are in discussions with AusAID and University of the South Pacific to

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develop sustainable pathways to qualifications in a range of law enforcement areas.

Another strategy is to incorporate a train-the-trainer component in the courses FLETCC delivers. This is being done for the drug investigation training program to be held in Myanmar later this year and will also be incorporated in other programs wherever possible.

Investigations training for Commonwealth law enforcement partners

By Federal Agent Janine Enniss

Commonwealth Fraud Control Guidelines nominate a minimum qualification standard for all investigators working within the Commonwealth investigative arena and also nominates a timeframe when those standards should be achieved¹.

To assist other Commonwealth investigative agencies in meeting deadlines and in line with the AFP’s commitment to provide high-quality training, the FLETCC has developed a comprehensive learning package that aims to deliver best practice in investigations training.

The Fraud Control Investigation Training Program in a highly interactive and practical program focusing on providing participants with the knowledge and skills to undertake any investigation. More importantly, the program enhances cross-agency partnerships, as it encourages and teaches participants the same methods and standards for undertaking investigations leaving agencies confident that all investigators are using the same methodology.

Currently the AFP delivers this program in two formats:

- a generic format capable of being delivered across a spectrum of participating Commonwealth

agencies, that provides statements of attainment against five competency units of the Certificate IV in Government; and

- a client-specific program that, while maintaining the basic components necessary to provide statements of attainment, is tailored to the legislative base and practical needs of the client.

Fraud Control Investigations Training Program 1/2002

This is the first generic program of this type to be run following a redevelopment of the program. It commenced in late September 2002 with the nomination of participants from across Australia and the disbursement of distance packages.

February 2003 saw the start of the four-week practical component of the program, bringing a wide range of participating agencies to the college. Participants brought a variety of experience and knowledge, including representatives from Department of Defence, Attorney General’s, Australian Maritime Services, AusTrade and Telstra.

The program presented a number of challenges for participants and instructors. With such a mixture of participating agencies, balancing individual experience and expertise, as well as program content and practical exercises, meant a constantly evolving and expanding program – not to mention outside challenges, such as the January bushfires.

As well as the theoretical aspects to the four-week face-to-face training, participants were introduced to a rolling case study, which wound its way through the program and required them to conduct an investigation into a suspected offence.

The case study stepped all participants out of agency comfort zones by presenting them with a series of challenges while providing the opportunity to manage an investigation from start to finish. For many, the highlight of the course was in presenting



a brief of evidence and appearing as a witness in court. When the program concluded, participants felt justifiably proud of their efforts.

Fraud Control Investigations Training Program – Customs

Otherwise known as Qualifying Customs Investigators Course (QCIC), this joint training initiative represents a blend of AFP and Customs training. It aims to provide investigators with a comprehensive training package, incorporating all they require to fully attain the Certificate IV in Government. It also provides a safe environment in which to practice and develop sound investigative tools and techniques without fear of compromising an investigation or endangering the health of team members.

There are two programs scheduled for this financial year – the third and fourth such programs to be undertaken in this format. The program not only incorporates the investigations program but also includes Customs-specific training modules needed to successfully undertake investigator duties. Some of these aspects include arrests, search and seizure.

An additional component of this training is a teams-training module. This aspect is important for a number of reasons:

- it allows for the group – coming from all over Australia – to get to know one and other and to form a cohesive team, enabling them to step more easily and quickly into the challenges presented by the face-to-face component of the program; and,
- it assists in formalising the team-based dynamics already operating in the regions, providing them with tools and skills they can take back to their workplace to build a more effective team environment.

The first QCIC program for 2003 commenced with the rollout of distance-learning materials and a face-to-face training component 10 weeks later. Following an intensive weekend of teams training, 15 Customs investigators convened at AFP College to commence an intensive four weeks of theoretical and practical instruction. Again, a rolling case study that developed through the four-week program was a critical component. This included identifying and taking witness statements, preparing and executing search warrants and the conduct of taped records of interview of offenders – all in line with Commonwealth investigations standards and legislative requirements

Students workshop complex case studies in a close and dynamic learning environment

“The External Agencies Training Unit exists to provide Commonwealth law enforcement agencies with an avenue to access quality law enforcement training in a variety of disciplines.”

and incorporating the standards and practices of both the AFP and Customs.

This four weeks is intensive, requiring a very high commitment from participants, coordinators and presenters to ensure successful completion. As with the generic program, this course presented its own unique challenges and its success was attributed to the efforts of Program Managers Federal Agent Steve Whittle and Customs Officer Dave Wintrip, as well as all the course instructors, role players, assessors and, of course, participants.

Investigations Training for Human Rights Investigators

By Federal Agent Steve Whittle

The Asia Pacific Forum of National Human Rights Institutions commissioned AFP College to develop and deliver a Human Rights Investigations Training Program.

Twenty-five participants from 10 countries – Fiji, India, Indonesia, Mongolia, Nepal, Philippines, Sri Lanka, South Korea, Malaysia and Thailand – attended the two-week program during November 2002. Feedback from participants and client agencies was very positive with all objectives identified in the training needs analysis achieved.

A number of new training initiatives were tried with this project including a class mentor, whose role was to relate theoretical aspects of investigations to the practical application of the human rights environment. Ashok Chakravarti, a Senior Superintendent of Police attached to the National Human Rights Commission in India, provided a valuable insight into the investigation of human rights violations.

Nine participants stayed an additional week to undertake a train-the-trainer course and develop the

skills required to deliver human rights investigation training. Program participants developed a range of session plans to share and assist them in conducting investigations training in their own countries.

External Agencies Training Unit

By Federal Agent Mark Toohey

The External Agencies Training Unit within FLETCC exists to provide Commonwealth law enforcement agencies with an avenue to access quality law enforcement training in a variety of disciplines. Training programs are offered in the broad subject areas of investigations, intelligence, surveillance, conflict de-escalation and use of force.

The unit's training programs are tailored to the specific needs of clients through a training needs analysis. Wherever possible, an emphasis is placed on case studies to facilitate best-practice practical skills and procedures within a controlled training environment. Programs maintain a focus on shared learning and reflective practice and challenge participants to engage in strategies of applied learning on return to their workplaces. Client agencies are consulted throughout the development, delivery and evaluation stages of the workshops and programs.

Some of the training programs undertaken this year include training for AUSTRAC compliance officers, search-warrant procedures for Centrelink investigators undertaking the Cash Economy Investigation Program, intelligence training for the RAAF and conflict de-escalation and use-of-force training for Customs and the RAAF. We are also facilitating an intelligence workshop for the Great Barrier Reef Marine Park Authority with Customs, Queensland Police and the Australian Defence Force.



Financial Investigations Training

By Federal Agent Glenn Buscombe

The Financial Investigations Training Program is one of the flagship activities of the AFP College, offered to AFP members, other Commonwealth organisations and international law enforcement agencies. This year, the program has been delivered in Myanmar, Malaysia and Fiji, with participants attending from most countries in the region. Further courses are planned for China and Hong Kong.

The program teaches investigators to generate and collate financial data concerning the assets, liabilities, income, expenditure and suspicious financial transactions for a person, entity or group of interest. These can be related to unexplained wealth or net worth and may indicate the financing of criminal activity, receipt of the proceeds of crime, money laundering offences or the re-investment of funds from illicit sources for further criminal offences. The data can be used to identify, trace and ultimately confiscate the proceeds of crime (or property used to commit certain

crimes) or to quantify in dollar terms the impact the crime has produced, for example, a serious, complex fraud.

The training program is highly valued in regional international jurisdictions, often in the early stages of developing information systems and legislation comparable to Australia. Improving the capacity of these nations to conduct financial investigations and work with the AFP increases the region's ability to fight transnational crime.

International Training Unit

By Federal Agent Rod Walker

The International Training Unit within FLETCC provides a range of training programs to Australia's regional law enforcement partners under the auspices of the LECP. In addition, the unit facilitates visits by international law enforcement delegations.

Services will be provided this year to Indonesia, Fiji, Samoa, Tonga, East Timor, Malaysia, Myanmar, Cambodia, Vietnam, Thailand, China and Hong Kong.

Federal Agent Terry Butler was former Director Learning and Development and head of AFP College from 1997-2003

“As the skills learnt on the program are put into practice... we can only await the inevitable success their operations will bring to the prevention of transnational crime in the region,”

Our international training teams generally include a subject-matter expert from the International Training Unit and/or a trainer from another faculty, plus a current workplace expert. This combination of training experience and workplace recency provides course participants opportunities to learn from the first-hand experiences of an operational member and helps them apply the concepts they have learned in their own workplaces.

Training delivery teams return to Australia with adventures and experiences. Most are overwhelmed by the hospitality shown them by the host law enforcement agency, especially in the Asian region. Protocol and ceremony are important to these cultures and become one of the highlights of the training activity.

The recently returned surveillance training team from Cambodia related the following overview of their training activity:

Three AFP members conducted a surveillance training course for the Joint Transnational Crime Investigation Team (JTCIT), a joint venture between the AFP and the Cambodian National Police funded through LECP.

The surveillance training was a modified version of the Local Surveillance Program, adapted for the Cambodian environment. It provided 15 specially selected Cambodian National Police members with the knowledge and skills to conduct ad-hoc, low-priority surveillance tasks including basic foot and vehicle surveillance, surveys and photography, and was conducted principally in the Phnom Penh area. Local conditions, including very heavy vehicle

congestion, seemingly flexible application of road rules and the heavy population of the inner city areas posed particular challenges for the trainers.

Most participants did not speak English, so training was delivered through translators. A large part of the challenge lay in the fact that the Khmer language has a much smaller vocabulary and many English words used in the standard surveillance-training environment either had no Khmer equivalent, or worse, were all replaced by a single Khmer word. These challenges were overcome and the training progressed well.

Many participants had never undertaken these kinds of activities. Some had never used a camera before, many had never worked in a team environment such as exists within a surveillance team and none had ever been required to use covert communications or camera equipment. It was truly a steep learning curve for participants and instructors alike.

At the program's closing ceremony, General Net Savoeun, Deputy Commissioner-General of the Cambodian National Police, spoke of the value of the JTCIT. He praised both the Cambodian participants and the AFP members for their efforts towards the success of the joint venture.

“As the skills learnt on the program are put into practice by the core members of the JTCIT, we can only await the inevitable success their operations will bring to the prevention of transnational crime in the region,” he said.

¹ National Public Services Training Package PSP99 competency standards including Certificate IV in Government (Fraud Control Investigations)).



Photo by Brian Hartigan

By Federal Agent Gerard Pobar

Terrorism is now a major security problem for Australia, and our most obvious strategic policy challenge is to find effective and proportionate response to it.¹ While all aspects of counter terrorism are equally important to Government, the AFP now has greater responsibility for maintaining reputable crime-management strategies and to work cooperatively with other counter-terrorism (CT) law

The AFP has demonstrated its commitment to enhancing the organisation's CT investigative capabilities by establishing a general manager portfolio in counter terrorism as well as auxiliary service areas such as the Transnational Crime Coordination Centre. L&D's Counter Terrorism Training Coordination Centre (CTTCC), is a further demonstration of this.

The CTTCC, over the past four months, has been involved in extensive CT training research that has informed the design and development of the AFP's CT Training Framework. The main aim of this framework is to enhance terrorism prevention and disruption capabilities.

The CTTCC has researched CT training programs of external, reputable tertiary centres and other law enforcement agencies such as the Australian National University, Strategic and Defence Studies Centre, Metropolitan Police Anti-Terrorist Branch (SO13) CT Induction Training Program and New Zealand Police Service Intelligence Applications Development Manager (Office of the Commissioner) to benchmark its training. This research was invaluable, providing credible information for the ongoing development of the framework.

The framework will value add to existing AFP investigations and intelligence training programs while introducing new subject areas relevant to the

Counter Terrorism

enforcement and intelligence agencies to prevent these crimes.

In his opening address at the AFP CT Workshop in March 2003, General Manager Counter Terrorism Federal Agent Ben McDevitt said, "The AFP is a relatively new player in counter terrorism and it is critically important to also recognise that we cannot afford to go it alone. The AFP, in its response to the Bali bombings, sought the cooperation, assistance and advice of other law enforcement agencies to ensure the best possible investigation outcomes were achieved".² It is important that cooperation among all CT stakeholders at both the national and international levels is achieved.

AFP counter-terrorism workshops involve senior investigators from each State and Territory police service as well as foreign partners in the field and serve as an excellent forum to share knowledge and develop networks

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counter terrorism investigations environment. As Dr Zachary Abuza explains in his work *Tentacles of Terror*, “If we are truly going to fight a “war on terrorism” then we have to understand both its global reach and its root causes”.³

The CT training framework complements existing L&D syllabuses by introducing specialised studies across a number of units in terrorism, legal practice and investigations. These units will deliver higher-order investigative skills training including CBRN (chemical, biological, radiological and nuclear) first-response awareness, family liaison, operational security issues and culture studies. It is important to note that an integral part of culture studies will involve representations from the Australian Islamic Community.

Existing L&D training programs in intelligence, forensic investigation and IT will continue under the auspices of the respective L&D school, however, future brokerage of specific CT sessions within each discipline will be designed. All topics in governance and administration will be designed in line with stakeholder needs and expectations.

All 25 topics identified under the framework will be delivered by subject-matter experts either inside or external to the AFP. Negotiations will continue with other key CT training areas to continually inform appropriate training delivery strategies. It is envisaged that the subsequent AFP CT advanced program will be offered in short-course format to minimise disruptions in the workplace.

AFP CT Workshop

Wanggirrali Ngurrumbai Centre March 2003

A recent AFP CT workshop designed for members of the joint CT investigation teams was delivered at the Wanggirrali Ngurrumbai Centre in Majura, ACT. This workshop involved senior investigators from

each State and Territory police service as well as members from the New Zealand Police Service CT investigations and the London Metropolitan Police Service Anti-Terrorist Branch Special Operations 13.

The aim of the workshop, officially opened by Commissioner Keelty, was to deliver critical information in terrorism and counter terrorism as well as providing an excellent forum to share knowledge and encourage networking. Evaluation conducted during the workshop identified the most informative sessions as:

- terrorism – history of terrorism and the socio-economic and political developments within the Middle East and the rise of Al Qaeda;
- CT legislation and related offences including the Suppression of the Financing of Terrorism Act 2002;
- role of key Commonwealth CT agencies such as ASIO, PSCC, ONA and HREOC;
- role of AFP Forensic Services, Intelligence, PSI, ACTP Specialist Response and Security and The Australian Bomb Data Centre;
- presentation from a representative of the Australian Muslim Women’s Network focusing on issues confronting Australian Muslims after September 11 and awareness of the Islamic culture; and
- open-forum discussion with Commissioner Keelty and General Manager Counter Terrorism Federal Agent Ben McDevitt.

Of particular interest to the workshop participants was the session delivered by Aziza Abdel-Halim, representative of the Australian Women’s Muslim Network. Ms Abdel-Halim spoke openly about sensitive Muslim cultural issues and provided workshop participants a valuable insight into present-day expectations of Australian Muslims, particularly issues that regularly confront police officers in the daily execution of their duties. Ms Abdel-Halim also kindly presented the AFP with a leather-bound copy



Photo by Brian Hartigan

of the Koran. She expressed a hope that the AFP would display the Koran as a gesture of good will and friendship from the Australian Muslim community.

CT Training – projects of high priority

CT Training web site

To provide a highly responsive service for AFP CT investigators, the CTTCC is exploring options in establishing a CT training web site to ensure greater access to critical terrorism and counter-terrorism information. It is envisaged investigators can task CTTCC with researching particular issues or undertake small projects that will improve their knowledge of the environment.

AFP CT Training Framework

The establishment of units under the AFP's CT training framework is another high-priority project. Curriculum is being written to complement existing L&D programs such as the Advanced Diploma in Investigations and Intelligence. Internal recognition and accreditation for future CT training programs will be offered to participants while approaches have been made to external tertiary providers with a view to

establish formalised learning pathways that will offer higher tertiary qualifications.

Terrorism is a global issue and cannot be defeated through law enforcement measures alone. All aspects of countering terrorism are equally important to governments and the AFP's contribution must support a whole-of-government approach. This means working cooperatively with other CT stakeholders at a local, national and international level.

Commissioner Keelty in his address at the Heads of Criminal Intelligence Agencies meeting said, "The dominant issue by far for the AFP will be making the transition to an organisation redefined by its increased role in all aspects of counter-terrorism".⁴ Terrorism and other relevant auxiliary acts are now recognised as serious criminal offences under the Commonwealth Criminal Code. The CTTCC is committed to providing high-quality training programs to assist the AFP's transition as an organisation and our effective contribution in terrorism prevention and disruption.

New Federal Agents swear allegiance to Queen and country after five months' basic training

¹ Borgu, A. (Program Director Operations and capability Program) - Beyond Bali – ASPI's Strategic Assessment 2002.

² McDevitt, B. (AFP General Manager Counter Terrorism) – Opening Address AFP CT Workshop, Wanggiralali Ngurrumbai Centre, ACT, March 2003.

³ Adbuza, Z. PhD, Tentacles of Terror – The War on Terrorism and Southeast Asian Linkages to the Al Qaeda Network, Simmons College, 2002.

⁴ Commissioner Keelty – Heads of Criminal Intelligence Meeting, AFP College, Barton, September 2002.

Canberra bushfire challenges firearms training

The Canberra bushfires of January 18, 2003 wreaked devastation and tragedy on many residents. That day, and in the days that followed, a large number of AFP members, sworn and unsworn, displayed a great deal of dedication and commitment to helping the Canberra community.

Of all the buildings in Canberra that were damaged or destroyed, the AFP lost but one.

As the fires raced towards Weston Creek, an ember attack started a fire at the indoor small-arms range in the Weston Complex. The classroom attached to the range caught alight and the fire quickly got under the roofline of the range. Ammunition stored at the range was also cause for concern. Water bombers were called in and the fire was eventually extinguished but not before the range was damaged beyond economical repair.

The indoor range was, at the time, heavily booked for both recruit training and firearms recertifications.

Next day, and while the bushfire emergency was still in full swing, members of the School of Operational Safety and Police Practice (SOSPP) were actively examining available options. With no other indoor ranges in reasonable proximity to Canberra, commercial outdoor and military ranges were investigated.

For reasons of privacy and security, a military range was considered the best option if one was available. The Army was happy to help, but had substantial commitments on its 25m outdoor ranges. The naval base, HMAS Harman, also had a 25m outdoor range. Following negotiations with the base commander, the Navy kindly granted permission to use the range.

In the week following the fire, the staff at SOSPP negotiated with the Navy, made an inventory of all damaged equipment and purchased the equipment necessary to get a range capability for the AFP up and running. They did this while reorganising operational



Photo by Brian Hartigan

safety courses running at the time of the fire and, in many cases, assisting in the police response to the ACT State of Emergency.

As a result of the efforts of the team, recruit firearms training commenced the following week as scheduled with all recruit firearms training since then completed on schedule.

Those of you who have lived through a winter in Canberra can well imagine that major challenges for staff at the School of Operational Safety are still ahead. Running an outdoor range in Canberra in winter presents significant challenges – fog, wind and sub-zero temperatures.

To overcome these problems, a number of strategies are being put in place. The training program is being examined to identify changes and what additional equipment or clothing is necessary to minimise the impact of weather.

A new indoor range is currently in planning, to be built adjacent to the Wanggirrali Ngurrumbai Centre. This range is scheduled for completion in early 2004. Preliminary plans for the range include two eight-bay ranges with classrooms and offices attached and an allowance for extensions, should the need arise. It will be state-of-the-art and designed so that all AFP, APS and partner-agency needs for firearms training will be met well into the future.

Of all the buildings in Canberra that were damaged or destroyed during the January firestorms, the AFP lost but one – the indoor small-arms range at Weston