

The Program

The Professional Mobility Program is a 12-week course designed to provide accelerated access to current serving police from other jurisdictions within Australia and New Zealand wanting to transition to policing within the NSW Police Force (NSWPF).

Am I eligible?

To be eligible to apply and be considered for professional mobility to the NSWPF, you must:

- a) Have completed one year of full-time service in your jurisdiction (not including any periods of probation)
- b) Be a current, serving police officer in an Australian policing jurisdiction or the New Zealand Police

As part of the application process all applicants are required to:

- have a current First Aid Certificate with pocket mask certification (to be completed prior to attestation) and
- be able to swim 100 meters independently.
- pass the following minimum fitness testing components:
 - 90 second prone bridge (on hands)
 - 30cm vertical jump
 - 25 push-ups (on toes)
 - Illinois Agility Course under 20 seconds
 - 35kg handgrip strength on each hand
 - Multi-stage fitness (beep test) achieving a minimum level of 7.1

Examples demonstrating the fitness tests can be found on the [NSW Police Recruitment website](#).

When to apply?

Applicants that satisfy the eligibility criteria can submit an application for professional mobility at any time.

You will be required to provide the following to demonstrate eligibility:

- Date that you completed basic (or equivalent) training, undertook the oath of office (or equivalent) and commenced operational duties in your current policing jurisdiction
- Date you completed your probationary period,
- Your current rank (including step/ level).

How to apply?

Applicants are required to complete the Professional Mobility Application form. A decision will be made as to your suitability for employment on the basis of the information supplied by you and the information sourced by the NSWPF as part of your application. Applicants who fail to disclose information to the NSWPF will have their applications rejected.

Where do I send my application? Completed application forms and supporting documents are to be emailed to: professionalmobility@police.nsw.gov.au

Assessing Suitability

The NSWPF will undertake the following to assess your **suitability** for entry into the Professional Mobility Program:

1. Baseline and vetting checks
2. Professional Suitability assessments
3. Physical capacity and psychometric testing

Applications may be deemed unsuitable at any point during these processes.

Applicants will be required to submit video evidence demonstrating their completion of the above fitness testing requirements. Alternatively, applicants may provide a signed statutory declaration from an accredited PTI verifying competency. Applicants will be required to complete a psychometric assessment with a NSWPF Police Psychologist. This will be done remotely and arranged by the NSWPF.



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Applicants from within Australia will be able to book and complete the medical assessment at a provider affiliated clinic within your own State/Territory. The Police Recruitment Branch will provide you the details of providers and you will be required to book and undertake the assessment. Applicants from New Zealand will complete their medical assessment in New Zealand with an appropriate assessment provider.

Applicants are responsible for any financial expenses incurred to attend and participate in the fitness testing, psychometric assessment, and initial medical assessment, including any costs associated with obtaining specialist or other medical reports as requested.

If after assessment of your application and completion of the necessary assessments you are deemed suitable, you will be offered a position in the next available Professional Mobility Program class. As a guide, the proposed commencement dates for future classes are listed on the NSW Police Recruitment website.

Training Program

Training for the Professional Mobility Program will occur over a 12-week period at the **NSW Police Academy in Goulburn, NSW** where you will be required to stay for the duration of the program.

During the program you will receive training and instruction, and you will be required to undergo assessment to ensure you have an appropriate level of skill and capability expected of a NSW police officer. Components of learning will include Weapons and Tactics, Police Driving Certification, Communications and Ethics, Investigations, as well as Law, Policy, and Procedure. You will also be required to participate in physical training sessions and meet the necessary physical standards.

Your accommodation and meals will be provided during your training. Meals will only be included Monday through to Friday. If you remain on campus over the weekends, you will be required to pay for weekend meals.

Employment arrangement during training

During the program you will be employed as a Student Police Officer under a temporary administrative, fixed term appointment for the duration of the program. You will be paid the applicable salary of Clerk Grade 1, Year 1. In addition, students will be paid an 'all up' allowance each fortnight. The applicable award provisions that relate to employment of Professional Mobility Program student is the [Crown Employees \(NSW Police Force Administrative Officers & Temporary Employees\) Award 2009](#). Further information is available by contacting NSW Police Force Recruitment.

As an employee of the NSW Police Force you will not be able to hold secondary employment without an approved application. Failure to comply may be considered a breach of the *Code of Conduct and Ethics* and may result in management action including removal from the program.

Attestation/ Swearing In

Upon successful completion of the Professional Mobility Program, you will attest and be sworn in as a NSW Police Officer at an Attestation Parade held in Goulburn with graduating ADAP students. Families and /or friends are welcome to attend.

Employment arrangement upon attestation

Upon attestation you will be appointed as a Constable on probation of the NSWPF. The terms and conditions of appointment are set out in the *Police Act 1990* (the Act), the *Police Regulation 2015* (the Regulation) and the *Crown Employees (Police Officers-2024) Award* (the Award), as amended from time to time.

We will review your completed years of full-time service as a sworn operational officer in your current jurisdiction, and we will determine the applicable rank within the NSWPF Non-Commissioned Police Officers pay scale that you will transition to upon attestation. We will notify you of the determination regarding your level of pay at the conclusion of the application process. Acceptance of the pay scale is required to enable progression to physical and medical testing.

Probation Period

Upon Attestation you will commence duties as a Constable on probation (Probationary Constable) and be subject to a probationary period of no less than 6 months duration. You will wear the rank epaulettes of a Probationary Constable. As a Probationary Constable you are subject to the conditions of section 80(3) of the *Police Act 1990 (NSW)* noting that the Commissioner of the NSWPF may dismiss you at any time during this period without giving reason.

Placement & Tenure

Where will I be placed?

As part of your application, you will be asked to **nominate five (5) locations** where you would like to be placed. Applicants may submit a report detailing any specific information you wish to be considered by the NSWPF when determining your placement location. Placement is subject to the operational needs and requirements of the NSWPF.

You will be required to **serve a minimum of three (3) years** at your placement location before you can seek transfer to other locations within the NSWPF. Applicants may seek accelerated placement into specialist areas. Specialist placement requests will be assessed on a case-by-case basis and contingent on organisational needs, specialist qualifications and previous experience of the applicant.

Applicants will be notified of the intended placement and will be required to accept this placement prior to being issued a Conditional Offer of Appointment.

Relocation to placement location

You will be expected to source your own accommodation within a commutable distance of the location you will be placed at upon attestation. The NSWPF Transfers Unit will, through our contractors, facilitate your move from your primary residence to your new residence in NSW when there is evidence that you will successfully complete the Professional Mobility Program. Further information is available by contacting the Transfers Unit.

The NSWPF will cover up to \$20,000 of 'removals only' expenses for your initial relocation. Any relocation costs exceeding this amount will need to be met by the applicant. Please be aware that should you decide to move yourself or arrange your own removalist you will not be eligible to seek re-imbursment from the NSWPF.

Transfer leave to support relocation under the Professional Mobility Program is not an award entitlement.

Confirmation

After satisfactory completion of your probation period, you will be required to pass a physical fitness and medical assessment, facilitated by the NSWPF, to be eligible for confirmation. Once confirmed, you will be able to wear the rank epaulettes appropriate to your determined rank and will be able to be referred to as a Constable or Senior Constable (as appropriate). Increments will occur each year on the anniversary of your attestation date up to the top level of the relevant rank, subject to all mandatory requirements as outlined in the Police Award.

Designations / Specialist Qualifications

Designations and specialist qualifications will not be automatically recognised. Should you wish you have a specific designation or qualification recognised you will be able to make application via formal report to your Commander at the completion of your probation period, and this will be assessed on a case-by-case basis.

Leave Entitlements

During the Training Program:

As a Student Police Officer, you will be entitled to leave in accordance with the *Crown Employees (NSW Police Force Administrative Officers & Temporary Employees) Award 2009*. This includes:

- **Recreation leave** - accrues on a daily basis at the rate of 20 working days per year (140 hours).
- **Additional recreation leave** (if applicable) - accrues at the rate of 5 working days per year (35 hours) to a staff member who is stationed indefinitely in a remote area of the State, being the Western and Central Division of the State (you may refer to section 77 of the Admin Award for further information).
- **Sick Leave** - upon commencement, you will be granted 5 days (35 hours) sick leave.

For other types of leave and entitlements, refer to the Admin Award.

Upon Attestation:

Upon appointment as a NSWPF Police Officer, you will be entitled to leave in accordance with the *Crown Employees (Police Officers-2024) Award*. This includes:

- **Recreation leaves**-accrues at the rate of 30 working days per year (228 hours).
- **Additional recreation leave** (if applicable)-accrues at the rate of 5 days per year (38 hours) to a staff member who is stationed indefinitely in a remote area of the State, being the Western and Central Division of the State (you may refer to clause 17.4 of the Police Award for further information).
- **Sick Leave**-accrues at the rate of 15 working days (114 working hours) each calendar year.

For other types of leave and entitlements, refer to the Police Award.

Please note, there is no capacity for professional mobility applicants to transfer the monetary value of their accrued annual, extended (long service leave) or sick leave entitlements to the NSWPF.

Recognition of Extended Leave

Previous employment with other Australian State/Territory services may be recognised for the purpose of accruing extended leave where the NSWPF deems the service to be 'continuous' and 'immediately follows'. Application can be made via report for recognition of prior service for the purpose of extended leave accrual.

Frequently Asked Questions

Am I required to stay at the Police Academy in Goulburn?

Whilst it is not mandatory, it is strongly recommended that PMP students stay at the Academy in Goulburn. Meals are provided for five days.

Will I have to repeat the recruitment physical testing whilst at the Academy?

Yes, students will be required to repeat physical testing in weeks 1, 5 and 8. Physical training sessions form part of the program and occur every week.

Can I choose my placement location?

You will be prompted in the application process to nominate five NSW locations indicating your preference for where you would like to be stationed should be accepted and complete the program. The NSWPF will consider your preferences as well as the operational needs and vacancies of the NSWPF. Special circumstances will be considered where these are provided.

When is the PMP4 and PMP5 attestation parades?

You will be parading/ attesting with future Probationary Constables at the Academy.

When does the NSWPF Award start?

During the program, you will be under the Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009. Commencing the day you attest, you will be under the Crown Employees (Police Officers-2024) Award.

What years of service are recognised?

The NSWPF will generally recognise completed years of service in former policing jurisdictions. This is assessed on a case-by-case basis.

When can I apply for promotion?

Once confirmed, if you are assigned to the rank of Senior Constable, you may apply for promotional positions, subject to the requirements and eligibility conditions of the promotion process however, you must have completed your probationary period prior to entering the promotions process.



NSW Police Force Professional Mobility Program

Enquiries and Further Information

If you have any questions or would like any further information, please contact NSW Police Force Recruitment on 1800 222 122 or via email: professionalmobility@police.nsw.gov.au

