Australia New Zealand Council of Police Professionalisation

BUSINESS PLAN
2016–2017
Acknowledgements

ANZCoPP acknowledges that Aboriginal and Torres Strait Islanders are Australia’s first peoples and the traditional owners and custodians of the land on which we work. ANZPAA is committed to fulfilling the principles of New Zealand’s founding document The Treaty of Waitangi. Central to the principles is a common understanding that all parties will relate and participate with each other in good faith with mutual respect, co-operation and trust.

Photos courtesy of:
- New Zealand Police
- Victoria Police
WELCOME

It is my pleasure to introduce this Australia New Zealand Council of Police Professionalisation (ANZCoPP) Business Plan for 2016–2017.

ANZCoPP (the Council) is a body that has no parallel elsewhere in the world. It formally brings together all the Police Commissioners and the Presidents of the peak union organisations for Australia and New Zealand to advance the professionalisation of policing. The Council also jointly funds associated work by the Australia New Zealand Policing Advisory Agency (ANZPAA).

The subject of policing professionalisation has been discussed over many years with a milestone reached when ANZCoPP adopted the Australia New Zealand Police Professionalisation Strategy 2013–2018 (the Strategy). Much work has been undertaken for the Council by ANZPAA in delivering products and services identified in the Strategy as well as providing information and advice to ANZCoPP about the elements of the Strategy that were yet to be developed when it was adopted.

This Business Plan sets out the areas of work for the coming year. This includes building on the body of knowledge now available through the more than 30 ANZPAA Education and Training Guidelines, and implementing the transition of the ANZPAA Education and Training Guidelines for the Practice Level of Police Officer to a Practice Standard for a period of a year. This latter initiative will be evaluated to support Council decision-making on any future transition of Guidelines. The 2016-2017 year will also see the Strategy revisited by the Council to guide professionalisation activities in the future.

All members of the Council are acknowledged with respect to their adoption and funding of this Business Plan, as well as the work of ANZPAA and jurisdictional staff, particularly the ANZPAA Professionalisation Forum, in its development. We look forward to the contribution that the activities in the Business Plan will make to the advancement of Australian and New Zealand policing.
ABOUT US

ANZCoPP is a unique body internationally. It is comprised of Australian and New Zealand Police Commissioners as well as the Presidents of the New Zealand Police Association and the Police Federation of Australia. Governed by its Rules of Association, it is the only known body where Police Commissioners and the Presidents of the peak union organisations come together to make decisions on police professionalisation and jointly fund agreed work.

BACKGROUND

In 1993, the National Police Education Standards Council (NPESC) was established for the purpose of developing education standards for police in Australia. NPESC became the Australasian Police Education Standards Council (APESC) in 1998, with the joining of the New Zealand Police.

In 2002, APESC was renamed the Australasian Police Professional Standards Council (APPSC) denoting its broader role in developing professional standards beyond education and training. In October 2013, APPSC was retitled the Australia New Zealand Council of Police Professionalisation (ANZCoPP).

AUSTRALIA NEW ZEALAND POLICE PROFESSIONALISATION STRATEGY 2013–2018

The Strategy supports Australia and New Zealand police in working collaboratively on professionalisation activities. The purpose of this Strategy is to align Australia and New Zealand police professionalisation projects and activities in one strategic document that also includes governance and reporting requirements.

Policing professionalisation seeks to enhance the collective capability of Australia and New Zealand’s most valuable policing resource, their people.

ANZPAA’S ROLE

ANZCoPP’s work is carried out by ANZPAA. Funding for ANZCoPP’s work is provided to ANZPAA for Council approved work.

ANZCoPP’s work is supported by the ANZPAA Professionalisation Network (APN) and the ANZPAA Training and Education Advisory Group (ATEAG), each of which comprises jurisdictional and other Council member representatives along with ANZPAA staff.
ANZCoPP’s work program for 2016–2017 focuses on activities intended to support increased cross-jurisdictional consistency and improved community outcomes through a professionalised police service.

**CONTEXT**

Our work focuses on a collective approach to police education and training. The delivery of the ANZCoPP Business Plan 2016–2017 is supported by the ANZPAA Professionalisation Network and the ANZPAA Training and Education Advisory Group.

<table>
<thead>
<tr>
<th>PRIORITY</th>
<th>ACTIVITY</th>
<th>TIMELINES</th>
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<tbody>
<tr>
<td>ANZPAA Education and Training Product development and review.</td>
<td>Develop and review ANZPAA Education and Training Products as determined by ANZCoPP.</td>
<td>2nd and 4th quarters</td>
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<tr>
<td>Vocational Education and Training/Higher Education.</td>
<td>Make submissions in relation to VET and HE reforms on behalf of policing.</td>
<td>Ongoing</td>
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<td></td>
<td>Engage with Skilled Service Organisations and Industry Reference Committees on behalf of policing.</td>
<td>Ongoing</td>
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<td>Academic Partnerships.</td>
<td>Monitor and respond to requests for ANZPAA to engage in academic partnership activities.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Access Requests.</td>
<td>Monitor and respond to access requests for ANZPAA Education and Training Products.</td>
<td>Ongoing</td>
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<tr>
<td>Practice Standards.</td>
<td>Transition the ANZPAA Education and Training Guidelines for the Practice Level of Police Officer to a Practice Standard and implement for one year.</td>
<td>2nd quarter (update) 4th quarter (final)</td>
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<tr>
<td>Australia New Zealand Police Professionalisation Strategy.</td>
<td>Support a review of the Strategy by ANZCoPP.</td>
<td>2nd quarter</td>
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ANZCoPP priorities are guided by the Australia New Zealand Police Professionalisation Strategy 2013–2018.

The Strategy details three Professional Domains that have been identified as relevant areas of focus for ANZCoPP. When the Strategy was approved by the Council in 2013, it was recognised that some elements had commenced (the Australia New Zealand Police Leadership Strategy being implemented by the Australia Institute of Police Management, and the Police Practice Standards Model), while other elements were the subject of feasibility or scoping work (certification/registration and continuous professional development, academic partnerships, research, practice standards) before decisions were made. The Strategy is to be reviewed by ANZCoPP in 2016–2017.
ANZCoPP BUSINESS PLAN 2016–2017  |  07

POLICE PROFESSIONAL DEVELOPMENT

POLICE EDUCATION AND TRAINING

POLICE KNOWLEDGE

Transparency and Accountability

Australia New Zealand Council of Police Professionalisation

Police Professional Body (to be established)

Australia New Zealand Policing Advisory Agency

Community Trust and Confidence

Ethics and Integrity

STRAIGHT OUTCOME

Strengthened Australia and New Zealand policing through a professionalised police service.

OUTPUTS

More police achieving practice standards and qualifications
Guidelines used in training and development programs

OUTPUTS

Executive leadership supported
Certification and registration assessed
Resource sharing in projects
Continuing professional development trialed

OUTPUTS

Research connected to a policing body of knowledge
Evidence informed policing practice
Cross-jurisdictional knowledge exchange
Research partnerships