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## **SAPOL Recruitment Processes – Info for Band applicants**

### **Recruitment process**

You should be very aware that you are applying to be a police officer, whose main job will be in the Band. Band Members are not assigned to operational policing duties, but must be suitable for appointment as a police officer. You will wear a uniform and present in public as a police officer. You will be held to the high ethical standards of a police officer by the organisation and by the community. The total recruitment process will look at values alignment, teamwork and workplace history, probity standards, resilience, and stress management in addition to playing ability.

Complete and submit an [online eligibility assessment form](#) to begin the application process. You should complete and submit this form at the same time as you submit your 5-10 minute recording. Only applicants who have completed this form and commenced the police recruitment process are eligible to attend the audition.

### **Evaluation and testing**

We will evaluate your application to ensure you meet SA Police's eligibility criteria. If you do, we'll invite you to participate remotely in IQ and personality profile testing.

### **Audition**

The live audition process is an extremely important part of the recruitment process. Auditions will generally run for three rounds, with only selected candidates moving to the next round.

Successful completion of the audition rounds is an important factor in recruitment decisions.

### **Panel interview**

After evaluation of your testing and audition, we may invite you to attend a panel interview\*. This interview is your opportunity to demonstrate the necessary qualities and qualifications to succeed in a career as a police officer, such as:

- leadership
- decisiveness



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- problem-solving
- stress management
- integrity
- courage
- respect.

To help assess your personal values, beliefs and attitudes, we'll ask about and draw on examples from your education, workplaces, social interaction, community interests, and general life experience.

\*Interstate and rural South Australian applicant's will be invited to participate in a panel interview via Microsoft Teams.

### **Medical examination**

To be eligible for appointment as a police officer, you need to meet required medical standards. Our Police Medical Section will conduct a medical assessment to ensure you meet these standards.

There is currently no SAPOL policy or direction that requires applicants to be vaccinated against COVID-19.

Please note that SAPOL may refer you to a medical provider for the medical examination. The following link provides some further information [What do I need to do before my assessment? – Corporate Health Group \(chg.net.au\)](#)

Read more about [our medical standards](#)

### **Physical and agility testing**

Band Members are not generally required to complete physical and agility testing. Should concerns exist regarding your ability to participate in the marching and drill component, this may be assessed.

### **Selection**

Our selection board will carefully review your application and will make a decision regarding an offer of employment based on the results of your testing and evaluation during the recruitment process. If the board selects you, we will contact you and provide all the information about when your training will begin.

Please note that successful completion of all tests does not guarantee selection

### **SA Police Recruitment Test (TAFE SA)**

Applicants are required to complete the SAPOL Recruitment Test (with TAFE SA), after submitting an application, unless you qualify for an exemption.

The SAPOL Recruitment Test covers the minimum requirements for literacy to be demonstrated during the recruitment phase. Currently, applicants are required to complete the SAPOL Recruitment Test in person. Work is in progress to make the test available to applicants online before the end of the current financial year.

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The current pass marks for the SAPOL Recruitment Test for police officers are:

Reading: 60%

Writing: 60%

For more information, visit our [Frequently Asked Questions](#)

### Exemptions for the SAPOL Recruitment Test

*Applicants who meet the following criteria are not required to complete the SAPOL Recruitment Test (TAFE SA):-*

#### *Qualifications:*

- Completed a bachelor's degree (or higher) at an Australian, New Zealand or United Kingdom university.
- Completed a diploma qualification (AQF level 5 or higher) at an Australian educational institution.
- Passed the South Australian Certificate of Education (SACE), or equivalent within another Australian state or territory, with an Australian Tertiary Admissions Rank (ATAR) of 65 or above.
- Passed the requirements for an International Baccalaureate Diploma at an Australian educational institution.
- Passed the SAPOL Recruitment Test previously.
- Passed a police entrance exam in any Australian policing jurisdiction or in New Zealand.

#### *Experience:*

- Been employed as a police officer or have prior policing experience in Australia, New Zealand or an approved international jurisdiction (United Kingdom, Republic of Ireland, or Canada).
- Been employed as an Emergency Service Worker\* in an emergency services organisation in Australia, New Zealand or the United Kingdom.
- Been employed in the Australian Defence Force (ADF), including as an ADF Reservist, with 6 months of service or longer.
- Are a current South Australian Public Sector (SAPS) employee (ASO4 or above or equivalent) with 6 months of service or longer.

*\*The definition of Emergency Service Worker for this exemption includes employees or former employees of:*

- Police or law enforcement services (including Police Security Officers)
- Prison, corrections or youth training facilities/services,
- Fire services,
- or as determined by SAPOL as required.

This exemption does not apply to volunteer work such as State Emergency Service (SES) or Country Fire Service (CFS).

For more information, visit our [Frequently Asked Questions](#)

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