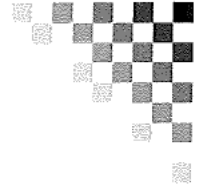


# Statement of Senior Constable Kevin Agnew (Police Recruiting) – provided in electronic format.

- Agnew has provided an explanation of the police recruitment process.
- Agnew was involved in the recruitment of Zachery Rolfe.



**NORTHERN TERRITORY POLICE**  
**STATUTORY DECLARATION**



PROMIS No.:	IJIS Case:	Date: 23/01/2020
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<b>STATEMENT OF:</b>					
Name of Witness:	Kevin Agnew				
Date of birth:	██████████	Place of birth:	Thirroul	Age:	56
Occupation:	Police Officer				
Home address:					
	Phone:		Mobile:		Fax:
	Email:				
Postal address:	P.O. Box 39764 Winnellie NT 0812				
Work address:	C/O NT Police Recruitment Darwin				
	Phone:	08 ██████████	Mobile:	██████████	Fax:
	Email: ██████████				
Subject of statement:	Constable Zachary ROLFE matter				

<b>POLICE OFFICER TAKING STATEMENT:</b>					
Name of Police officer:	Serge Bouma	Rank:	S/Sgt	Reg. No.:	2378
Station:	OIC Police Recruitment	Phone:	██████████		

<b>SUMMARY OF EVIDENCE:</b>
NT Police Recruitment processes and on recruitment interview panel for Constable Zachary ROLFE

<b>DATES UNAVAILABLE:</b>
26/3 - 09/04, 23 & 24/04, 16 - 20/07, 17/12 - 01/01/21

THE NORTHERN TERRITORY OF AUSTRALIA

OATHS, AFFIDAVITS AND DECLARATIONS ACT

**STATUTORY DECLARATION**

I, Kevin Agnew, of an address known to police, do solemnly and sincerely declare that:

1. My full particulars are as stated above and that I am currently attached to the N.T. Police Recruitment Office in Darwin. I have been with this section since January 2011 and I have been a Police Officer for over 30 years.
2. My duties regularly involve being the squad co-ordinator for the recruitment of civilians into the NT Police.
3. For any person to apply for the NT Police they must first fill out an application form. This form details their personal details through to medical, criminal and previous work history. The applicant is requested to make full disclosure in all sections as per the front page of the application (pg41), this is again addressed in the Traffic, Criminal and Other Offences section (pg45) and on the last page of the application (pg48) which they sign as correct, if there is incorrect or withheld information it can cancel the application. Also attached to the application on page 49 is a "Consent and Authority to Undertake Background Enquiries" on the applicant.
4. The selection process for civilian applicants (when Constable Rolfe applied) involves them submitting an application, this is vetted to make sure that they are eligible to apply, it is complete, relevant documents attached, along with certified true copies of identifying paperwork such as a birth or marriage certificates, driver's licence and alike. If there is no integrity issues, the applicant is invited to attend the written and physical assessment centre at the Police College Berrimah.
5. If there are integrity issues the applicant is invited to give further information in relation to the matter(s) and is presented to the NT Police Integrity Panel along with their application for determination as to whether the applicant would proceed to the assessment centre or excluded from the process. The Integrity Panel is made up of NT Police Executive members, being the Commander Police Standards Command, Commander College and Director Human Resources. A decision is made from information available from the applicant and initial checks made by police recruitment from police data bases (PROMIS – NT Police data base, IJIS – Integrated Justice Information System, NPRS – National Police Reference System and under the NT Police Recruitment Integrity Guidelines.
6. If the applicant proceeds to assessment, they undergo a written and physical assessment. Those who pass both assessments are invited to a face-to-face

This is page 1 of the statutory declaration of Kevin Agnew.

Declarant

Commissioner for Oaths (NT)

interview. The panel comprised generally of three members being the recruitment squad co-ordinator, another police recruitment officer and an NT Police Psychologist. The time allowed for an interview is generally 90 minutes and each panel member asks a set of questions one at a time. All questions at the time of interviewing Const Rolfe were from the AIFP (Australian Institute of Forensic Psychologists) structured interview form version 20-constable applications.

7. On the day of the interview, the applicant is requested to attend 30 minutes prior to the interview to fill out a pre interview questionnaire the AIFP – Applicants Personal History Form – version 6.2. On page 1 of the form, it says in bold letters that the applicant certifies that their answers are true and correct. This is again re-iterated at the bottom of the last page (5) where the applicant signs verifying all true and correct and withholding information can go against their application.
8. On 16 March 2016 at 10:44am I assisted in the police constable recruitment interview for Constable Rolfe. Also on the panel was the Superintendent of Police Recruitment Sachin Sharma and former NT Police Psychologist Bruce Van Haeften held at the Casuarina Police Station conference room. I acted as Panel Chair due to being the Squad Co-ordinator. At the start, I walked to the front counter area and introduced myself to Const Rolfe. I then received from him the signed and completed Personal History Form. We then walked together to the interview room where I introduced him to Supt Sharma and Psychologist Van Haeften. We all sat the conference table with Rolfe on one side and panel members on the other. There is also fresh chilled water supplied for the applicant.
9. I led into the interview with the introduction, which is a routine script from AIFP called “Introduction and Process explained by Panel Chair” to try to relax the applicant, explain what the process will involve and build rapport. At this time, I also provided Rolfe with an AIFP form called a “Subjects Certification of Having Been Interviewed and Declaration That Information Offered Has Been True” – version 2. He was asked to read the form to himself and then I started the formal interview.
10. I asked questions 1 to 21. I was present when Van Haeften asked questions 22 to 37 and then Sharma asked from question 38 to 44B. Van Haeften then asked questions 45 and 46. I concluded the interview with questions 47 and 48. Rolfe was then asked to fill out the “Certification of Being Interviewed Form” and then I saw Supt Sharma witness the declaration.
11. I then took a photo of Rolfe for our records and I escorted him back to the front counter where he departed the police station. I returned to the other panel members where we discussed the interview and recorded our findings. My notes and findings are on the AIFP Interview form that I completed.
12. I kept Interviewing for the squad over the next month but on the last day I Wednesday 13 April, I was hospitalised with acute appendicitis and had several weeks off to recuperate.

This is page [redacted] statutory declaration of Kevin Agnew.

Declarant

[redacted]  
Commissioner for Oaths (NT)

13. During the recruitment process Const Rolfe had his referee report completed, a medical check done, fingerprints taken and probity checks conducted by the NT Police Territory Intelligence section.
14. I did not carry out any defence service history on Constable Rolfe due to past experience had shown that obtaining information from any military service was rarely received, it was unreliable for recruitment timelines and there was no way of regulating what was and not issued by the military. Some applicants did present a copy of their service history but it was not certified and unknown if complete. In fact, there were issues with obtaining our own intelligence checks in a timely manner before the squad started at the police college. It was not uncommon for a couple of candidates to start recruitment training without checks being returned to recruitment. However, over the years, this matter has been addressed and priority has been placed on all applicants having police intelligence checks returned prior to them commencing.
15. There is no Military Policy or Ex-Defence Policy when recruiting potential ex-defence force members into the Northern Territory Police and I am not aware of any NT Police Integrity guidelines pertaining to ex-military service history. If I did have a situation where I thought there was an issue with someone having declared an incident whilst in the military I would address the matter with my Officer in Charge.
16. Attached to my application are the following documents:
- Copy of Constable Zachary Rolfe's application.
  - Blank Copy of AIFP Structured Interview Form Version 20 – Police Constable Applicants (copyright 2011, AIFP)
  - Blank copy of AIFP Applicant's Personal History Form – Version 6.2 AIFP 2010.
  - AIFP 2011 – NT Police Recruitment Processes Instructions to Panel Members.
  - AIFP – Subject's Certification of Having Been Interviewed and Declaration That Information Offered Has Been True – Version 2:
  - Blank copy AIFP – Public Safety Reference Checking Guide.
  - Assessment Guidelines for Recruiting Staff and the Integrity Committee.
17. I have had nothing further to do with this matter.

This is a true and correct declaration of Kevin Agnew.

Declarant

Commissioner for Oaths (NT)

I will be available to give evidence in the Northern Territory when required. I will be unavailable for N/A. I understand that the contents of this statement may be disclosed for defence purposes.

and I further declare that:

- (a) (i) I have attained the age of 18 years;
- (iii) I have not attained the age of 18 years but have attained the age of 56;



AND

- (b) (i) I have read this statement before signing it;
- (ii) I have had this statement read to me before signing it.  
The statement was read to me because of the following reason/disability:  
N/A

and I make this solemn declaration by virtue of the OATHS, AFFIDAVITS AND DECLARATIONS ACT, conscientiously believing the statements contained in this declaration to be true. I acknowledge that a person who wilfully makes a false statement in any material particular is guilty of a crime and liable to imprisonment for 3 years, (*section 119 Criminal Code*). Furthermore, a person who does anything to a Statutory Declaration that results in it becoming false or misleading, is liable to a penalty of a fine or imprisonment, or both (*section 27 Oaths, Affidavits and Declarations Act*).

Maximum penalty: 400 penalty units or imprisonment for 4 years.

DECLARED AT DARWIN THIS 28TH DAY OF JANUARY, 2020

  
 \_\_\_\_\_  
 BEFORE ME  
  
 Serge  
 \_\_\_\_\_  
 NAME  
 \_\_\_\_\_

TELEPHONE  
  
 \_\_\_\_\_

COMMISSIONER FOR OATHS (NT)



OATHS, AFFIDAVITS AND DECLARATION ACT

SECTION 19

ATTACHMENT CLAUSE

- (3) The attached documentation referred to as attachment "A", being the attachments referred to in the statement of Kevin Agnew;

This document consists of 115 pages, inclusive of this attachment clause.

- (4) [Redacted signature line]

(a) Signature of person making the declaration

(b) In compliance with Section 19(4)(b) this attachment has been identified by

Senior Sergeant Serge Bouma 2378 (witness) as the attachment referred to in this declaration.

- (5) [Redacted signature line] (signature of witness/police officer)

(ii)(A) Senior Sergeant Serge Bouma 2378 (Record the full name of witness/police officer)

(ii)(B) NT Police Recruitment 08 89223320 (Record the address or telephone number of the witness/police officer)

# NT Police Constable Application Form

Please read all questions and instructions carefully

All sections of the application must be answered. If any item is missed or not completed, the application will not be accepted or processed. If an item is not applicable, enter n/a.

You must make full disclosure, which includes all criminal and civil proceedings, all spent convictions, all traffic offences including traffic tickets and court appearances & all juvenile offences.

Failure to disclose information may result in your application not being processed or once appointed, the termination of your appointment.



**SURNAME (Family Name)**  
 Rolfe

**Given Names (In full)**  
 Zachary Brian

**Date of Birth** [Redacted] **Age** 24 **Gender** M

**Postal Address**  
 [Redacted]

**State** ACT **Postcode** [Redacted]

**Residential Address**  
 [Redacted]

**State** ACT **Postcode** [Redacted]

**Occupation**  
 Clerk

**Employer-Current**  
 Malgans Edwards Johnson

**Contact Telephone Numbers**

**Home** [Redacted] **Work** [Redacted]

**Other Contact Number/Mobile**  
 [Redacted]

**Address**  
 [Redacted]

**Marital Status** Single **No. of Children** 0

**How did you first become aware of NT Police Recruiting**

Newspapers     Television     Radio  
 Career Search     Magazine     Exhibition/Display  
 Social Media     Other Publication     Word of Mouth  
 NT Police Website

Please specify specific organisation eg NT News, Seek, Channel 9  
 [Redacted]

**Have you ever been known by or used any other name?**  YES  NO

If YES, give full name and reason for name change  
 [Redacted]

**Place of Birth - Town**  
 Canberra

**State** ACT **Country** Australia

**What is your Nationality?**  
 Australian

**What is your Ethnicity? (please tick one of the following boxes)**

Aboriginal or Torres Strait Islander     Polynesian/Maori  
 Caucasian     Indian/Pakistan  
 Latin     Melanesian  
 Asian     Negroid

Information concerning your ethnicity remains confidential and is for statistical purposes only.

**If NOT born in this country.....**

(a) Date of arrival? [Redacted] / [Redacted] / [Redacted]

(b) Are you an Australian Citizen?  YES  NO  
 If YES, what date was citizenship attained? [Redacted] / [Redacted] / [Redacted]

(c) Do you have permanent residency status?  YES  NO

(d) Are you an New Zealand Citizen residing in Australia under a Special Category Visa?  YES  NO

(e) Are you a New Zealand Citizen?  YES  NO

If YES to any of the above, provide evidence of your residency status.

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**OFFICE USE ONLY**

Date Received [Redacted] 9/12/16  
 Receiving Officer [Redacted]  
 Reference No. 390/129  
 Signature Entering Officer [Redacted]

Height (without shoes)  cm  
 Weight (striped)  kg  
 Hepatitis B Immunised  YES  NO  
 Do you wear glasses?  YES  NO  
 If Yes, provide details (e.g long sighted) \_\_\_\_\_  
 Do you wear contact lenses?  YES  NO  
 If Yes, provide details \_\_\_\_\_  
 Do you have defective colour vision?  YES  NO  
 If Yes, provide details (e. prolen deficient) \_\_\_\_\_  
 Do you suffer from any hearing defects?  YES  NO  
 If Yes, provide details \_\_\_\_\_  
 Do you suffer from any physical disabilities?  YES  NO  
 If Yes, describe (attach medical report) \_\_\_\_\_  
 \_\_\_\_\_  
 No. Of Schools Attended   
 Highest educational level completed:  
 Year  10  11  12  University  
 Last Educational facilities attended (attach school assessments)  
 School   
 University \_\_\_\_\_  
 Date left school   
 Swimming ability  
 Please outline your swimming ability (ie able to swim 200m without interruption) or list certificates held. This will be assessed at a further line and date  
  
 Drivers licence  
 Number   
 State  Expiry   
 In which state/territory have you held a licence?  
 ACT  SA  NSW  TAS  
 NT  VIC  QLD  WA  
 NZ  
 National Provide First Aid certificate  YES  NO

Further studies certification  
 \_\_\_\_\_  
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Trade certificates  
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Computer skills (outline programs you have experience in using)  
  
  
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Other relevant skills/certificates  
  
  
  
  
  
  
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# Employment History

List most current employment history. If complete information is provided in your attached resume, you do not need to complete this section.

Occupation	Employer contact details	Date of Service	Reason for Leaving
Clerk	Address: level 8, 60 Marcus Clarke St, Civic Act Ph: [REDACTED] Fax: email: [REDACTED]	5/5/15	Currently working here.
Soldier / Rifleman	Address: Aus. Defence force Ph: Fax: email:	26/10/10 - 3/5/15	Pursue new career/lifestyle change.
Yard hand	Address: Awdi Centre Canberra Ph: [REDACTED] Fax: email: rolfe@iimetro.com.au	2009 - 2010	Joined the army
	Address: Ph: Fax: email:		

# Family

Relationship	Names in Full	Date of Birth
Husband/Wife/Defacto	N/a	/ /
Dependant	N/a	/ /
Dependant		/ /
Dependant		/ /
Dependant		/ /
Dependant		/ /

## Police Service History

1. Have you previously applied to join the NT Police Force?  
 YES  NO (Go to Question 2)  
 If 'YES', date of your previous application:   
 Reason for non-acceptance:

2. Have you previously applied to join any other Police Service?  
 YES  NO (Go to Question 3)  
 If 'YES', which Police Service have you applied to?  
 State:  Date:   
   
 Reason for non-acceptance:

3. Are you a serving member with any Police Service?  
 YES (Go to Question 5)  NO

4. Have you been a member of any Police Service?  
 YES (Go to Question 5)  NO

5. If YES to 3 or 4, which Police Service are/were you serving with?  
  
 Which unit/section are/were you attached to?  
  
 Your rank or classification:  
  
 Service Number:  Date enlisted:  Date resigned/terminated:   
 Reason for resignation/termination:

Have you ever been the subject of complaints against police, internal investigations or ever had disciplinary action imposed upon you whilst a serving member?  YES  NO  
 If YES, provide circumstances & date occurred:

## Police Referee

Do you know a current serving member of a Police Force (not related to you)?  YES  NO  
 If Yes (give details)  
 Name:   
 Rank:  Reg. No.:   
 Name of Police Force:  Station:

## Defence Force History

1. Are you a serving member with any Defence Force?  
 YES (Go to Question 4)  NO

2. Have you previously been a member of any Defence Force?  
 YES (Go to Question 4)  NO

3. Have you previously applied to join any Defence Force?  
 YES  NO  
 If YES which Defence Force?

4. If YES to 1 or 2, which Defence Force are/were you serving with?  
  
 Which unit/section are/were you attached to?  
  
 Your rank or classification:  Service Number:   
 Date enlisted:  Date of discharge or resignation:   
 Reason for discharge or resignation (if applicable):

Have you ever been the subject of any complaints, internal investigations or ever had disciplinary action imposed on you?  
 YES  NO  
 If YES, describe details, circumstances, penalty and date occurred:





Have you ever been, in Australia or overseas...

Named in ANY Court Order, including a Domestic Violence Order (DVO), Interim Order, Telephone Interim Order or Undertaking?  YES  NO

If Yes, Specify what, when and where (provide attachments if appropriate)

Empty lined area for providing details of court orders.

Have you ever been, in Australia or overseas...

Served ANY term of imprisonment?  YES  NO  
If Yes, Specify what, when and where (provide attachments if appropriate)

Empty lined area for providing details of imprisonment.

Have you ever been, in Australia or overseas...

Are you, your partner, member of your family or any close associates, a member of, or closely associated with any club, gang, group or organisation within the community (this does not include registered clubs)?  YES  NO

If Yes, Specify what, when and where (provide attachments if appropriate)

Empty lined area for providing details of community associations.

Have you ever been, in Australia or overseas...

If you believe you have associates that the Police would consider inappropriate or a conflict of interest please list the individuals details?  YES  NO

If Yes, Specify what, when and where (provide attachments if appropriate)

Empty lined area for providing details of associates.

## Referees

Please nominate one person who has known you personally for at least **TWO YEARS** and is not related to you, one previous employer, and your current employer.

Character Reference	Previous employer	Current employer (please note we may contact your current employer)
Given Name Pamela	Given Name Cameron	Given Name Corinne
Surname O'Grady	Surname Gilbride	Surname Smith
Occupation Public servant / Dfat	Occupation Infantry Soldier - section commander	Occupation Practice Manager
Nature & length of acquaintanceship 24 years, family friend	Nature & length of acquaintanceship Section commander - 2 years	Nature & length of acquaintanceship Employer, 1 year
Business address [Redacted]	Business address [Redacted]	Business address [Redacted]
Business hours telephone No. [Redacted]	Business hours telephone No. [Redacted]	Business hours telephone No. [Redacted]
Business hours fax No. [Redacted]	Business hours fax No. [Redacted]	Business hours fax No. [Redacted]
email [Redacted]	email [Redacted]	email [Redacted]

## Declaration

### All applicants to complete

I declare that to the best of my knowledge the information supplied herein is correct and complete and I hereby authorise the Northern Territory Police Force to verify all of the information contained in my application. I acknowledge the provision of incorrect information or the withholding of any information relating to my application may adversely affect the assessment of my integrity and could result in the cancellation of my application. I hereby give my consent for you to obtain references from the persons nominated as my referees. If unsuccessful with this application I understand that nothing will be automatically returned to me and this application may be destroyed upon completion of the application process. And further, I understand that if successful, I may be required to serve at any locality within the Northern Territory. There are no prevailing factors, medical or other, with myself or my immediate family, which would preclude me from serving anywhere at the discretion of the Commissioner of Police.

Signature of Applicant

[Redacted Signature]

Date

2/2/16

Northern Territory Police, Fire and Emergency Services (NTPFES) is collecting information on the application form for Police Constable to ascertain an applicant's suitability for appointment. The collection of this information is authorised under the provisions of the *Police Administration Act*. Failure to provide this information may result in your application not being processed. You can access your personal information provided on this form within a 3 year period. If you have any queries or wish to access this information please contact NTPFES by phoning 1800 005 099.

REFERENCE NUMBER / OFFICE USE



Mr Zachary Rolfe  
[REDACTED]

Dear Mr Rolfe

**OFFER OF EMPLOYMENT AS A CONSTABLE IN THE NORTHERN TERRITORY POLICE FORCE**

The Commissioner of Police is pleased to offer you appointment under section 16 of the *Police Administration Act* (the Act) as a Trainee Constable in the Northern Territory (NT) Police Force. This offer of appointment is subject to, and conditional upon, the satisfactory resolution of outstanding antecedent checks currently being conducted and the receipt and consideration of any other outstanding documentation currently being sought, including the medical assessment. In the event that there is not a satisfactory resolution of these outstanding matters, the Commissioner of Police may rescind this offer and terminate your employment.

The conditions and terms of your employment are contained in the Act, the Police Arbitral Tribunal Determination No. 1 of 2011 and in the NT Police Force Consent Agreement 2014.

Your salary on appointment will be \$53,129 per annum based on an accrual of 280 hours annual recreation leave. On completion of training and on the commencement of duties, your salary will increase to \$63,807 plus 20% Consolidated Allowance, five percent General Policing Allowance and any other allowances that you may be entitled to.

Your appointment, should you accept, will be under section 16(1)(a) of the Act, which is qualified by section 16A of the Act. The qualification relates to a requirement to successfully complete the probationary period of two years from your date of appointment as a Trainee. Confirmation of your appointment will be subject to successful completion of the Constable Training Program, which includes assessment of your performance over that two year probationary period.

Failure to meet the ongoing assessments of either the College or the latter phase of the Trainee Constable Program, will result in early termination of appointment as a Constable as provided for at section 16A(6) of the Act. In relation to the College phase of the Trainee Constable Program it is important to note that you will be asked to show cause why your employment is not terminated as a result of failing to meet the academic or fitness requirements or for disciplinary matters. Repeated poor performance in any of these areas of your employment will result in your employment being terminated.

The acceptance of your appointment to the Northern Territory Police Force is offered on the understanding that on successful completion of recruit training you may be required to serve in the following locations: Alice Springs, Katherine or Tennant Creek. At any time during your career with the Northern Territory Police Force you may also be required to serve at any geographical location within the Northern Territory where a police presence is required.

ZBR 28/4/16

[www.police.nt.gov.au](http://www.police.nt.gov.au)

PO Box 39764, Winnellie NT 0821  
Tel 1800 005 099 Fax 8922 3436

Further, you are also required to maintain your physical fitness, swimming ability and the currency of your Apply First Aid Certificate.

To be accepted into the Northern Territory Police Force you have been required to pass a fitness test with a minimum point score of 50 points. You will undergo a fitness test in the first week of your training and you are expected to maintain at least this level of fitness. A failure in this fitness test will result in you having to show cause why you should remain employed by the Northern Territory Police Force.

All new employees default into the selected NT Government's superannuation fund, which is AustralianSuper. Should you wish to nominate a fund of your choice at the time of commencement please ensure you have fund details available on the first day of employment. You may elect to transfer to another fund at any time following commencement. Members electing to contribute to any scheme must nominate the fortnightly amount to be deducted from their after-tax salary.

Should you be required to relocate to Darwin, you will be entitled to a relocation allowance of \$5000. The allowance will be paid upon acceptance of this offer of employment and is to assist in the relocation of you and your family to Darwin. Where you have 1 or more dependants, you may seek reimbursement of an additional \$3000 for reasonable out of pocket expenses upon production of receipts and acquittal of the original payment.

In the event of your employment being terminated, or if you choose to resign, there is no provision for the payment of relocation costs associated with that termination.

You will officially commence the Trainee Constable Program at the Northern Territory Police, Fire and Emergency Services College, Peter McAulay Centre, Vanderlin Drive, Berrimah at 0800 hours on Monday 30 May 2016. The position offered to you is one of full-time employment. Accordingly, once you enter into paid employment with the Northern Territory Police Force, any other employment must cease.

To accept this offer of employment for placement in the Trainee Constable Program, *please initial and date the bottom of each page*, sign the Letter of Offer acceptance and return **one** copy of this letter within seven (7) days from receipt of this letter in the enclosed Express Post envelope direct to:

Officer in Charge, Police Recruitment  
**NT Police, Fire and Emergency Services**  
PO Box 39764, WINNELLIE NT 0821

Yours sincerely



Jamie Chalker APM  
Acting Deputy Commissioner  
22 April 2016



**Northern Territory Police Constable Letter of Offer Acceptance:**

I, Zachary ROLFE, accept the offer of employment contained in this letter, and understand this offer and my acceptance is conditional upon the requirements stipulated in this letter being met.

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

28/4/16

ZAR 28/4/16

- 3 -




I, ZACHARY BRIAN ROLFE, declare that my Hepatitis B immunisation status is;

- Immunised
- Not Immunised
- Unsure

*For current or previous Northern Territory Government Employees only*

My User ID is/was: N/A

My AGS number is/was: N/A

Signature: 

Date: 28/4/16

## INTERVIEW PANEL RECOMMENDATIONS – CONSTABLE SQUAD 129/2016

REF	Surname	Name	Suburb & Res. State	General Details											
				Age	Gender	Marital Status	Arrival Nationality Ethnicity	Occupation	Further studies Trade Certificates/Other skills						
390	ROLFE	Zachary Brian	Kambah ACT	24	M	Single Nil children	Australian Caucasian	clerk							
Selection Criteria							Assessment Results								
Drivers Licence	Birth Cert.	Snr 1st Aid	Swim	Comp Skills	Medical	Defence	Intel Integrity	IQ	Fake Good Score	Test 4 Ranking	OPOS Rating	Physical 100	Reading 16	Writing 20	Numerical 20
True		HLT AID003 issued 14/1/16	Yes	Yes		Army Oct 2010 to May 2015	Referee Check – Nil adverse	121	6	Above Average to Excellent	Excellent Potential	96	16	19	20
<b>INTERVIEW PANEL</b>		<b>COMMENTS</b>													
<b>SACHIN SHARMA</b>		Well rounded man. Self [REDACTED]. Experienced regardless of his young age. Recommend advance													
<b>KEVIN AGNEW</b>		Good applicant. Solid work history. Ex 5yrs ADF. Good thought out answers. Able to reflect on life experiences. Should develop into a good solid member. Recommend advance													
<b>BRUCE VAN HAEFTEN</b>		Was well presented and confident throughout the interview. Was forthcoming and honest throughout. Self-report suggests that Zac has a high level of resilience and is well practiced with self-management skills. Motivations are a mix of desire to make a social contribution and to further career prospects. Demonstrated sound ethical, pragmatic problem solving and interpersonal skills at interview. Prime candidate for future development within the organisation. Recommend advance.													
<b>Recommendation By Interview Panel</b>		The candidate is considered suitable for appointment													
<b>Determination By Challenge Panel</b>															
<b>RECRUITMENT NOTES</b>															



<u>Approved</u>	Not Approved	Date of Panel Determination <u>16 / 4 / 2016</u>
Challenge Panel Members	[REDACTED]	[REDACTED]



## Statement of Attainment

This is a statement that

# Zachary Brian Rolfe

has attained

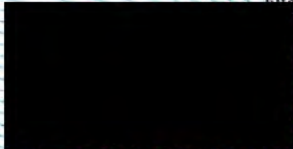
- HLTAID001 Provide cardiopulmonary resuscitation**
- HLTAID002 Provide basic emergency life support**
- HLTAID003 Provide first aid**
- HLTFA311A Apply first aid**

Recommended renewal dates:  
 HLTAID001 - 12 months from issue date  
 HLTAID002 - 3 years from issue date  
 HLTAID003 - 3 years from issue date  
 HLTFA311A - 3 years from issue date

This certificate should be validated  
 to ensure it is authentic,  
 especially if it was issued electronically.

Go to:

<http://www.allenstraining.com.au/students/student-certificates/validate-your-certificate.aspx>  
 and/or scan the QR code.



**Jim Allen**  
 General Manager

Allens Training Pty Ltd  
 36 Chantry St Goulburn NSW 2580

ACN: 114 756 857 ABN: 63 114 756 857

[certificates@allenstraining.com.au](mailto:certificates@allenstraining.com.au)

**1300 559 064**

**[allenstraining.com.au](http://allenstraining.com.au)**

Allens Training Pty Ltd is a Registered Training Organisation Number 90809

A Statement of Attainment is issued  
 by a Registered Training Organisation  
 when an individual has completed one  
 or more accredited units.



**Assessment Conducted by:**  
 Paula Robinson

**Certificate number:**  
 111969-671823

**Issue Date:**  
 14/1/2016

# Northern Territory Police

## Swimming Advice

An essential criterion to gain a position with the Northern Territory Police is for an applicant to demonstrate their ability to swim unaided and uninterrupted for 200 metres successfully. The preferred stroke is freestyle however this competency may be attained using another stroke continuously.

Applicants are asked to attend their local swimming pools or contact any other qualified persons (ie AUSTSWIM Registered Instructor, Surf Life Saving Clubs, Life Guards etc) to assess your swimming ability. Please then complete this documentation and submit with your application. You do not need to complete this documentation if you are the holder of a current Bronze Medallion.

Name of Facility: MANUKA SWIMMING POOL

Qualified Assessor: CHARLES MARQUES

Assessors Contact: [REDACTED]

Position Held: Assistant centre manager, life guard

Assessors Registration: 173718

Name of Applicant: ZACHARY ROLFE

Time/Date of Assessment: 12/3/16

Stroke: FREESTYLE

Distance: 200m

Signature of Applicant:	[REDACTED]
Date:	[REDACTED]
Signature of Assessor:	[REDACTED]
Date:	12/3/16

# Northern Territory Police

## Computer Skills Competency Advice

An essential criterion to gain a position with the Northern Territory Police is for an applicant to demonstrate they have general computer skills including the use of Microsoft Programs, Email and Internet. This must be accompanied by the applicant providing evidence.

Applicants are encouraged to submit evidence such as a Typing Certificate / Computer Skills Certificate, School or TAFE Certificates to demonstrate they meet the desired criteria. However in the event you are unable to obtain such evidence, please have your employer complete this documentation and submit with your application.

Name of Organisation: MALGANIS EDWARDS JOHNSON  
 Name of Employer: MEJ / SERVICE TRUST  
 Employers Contact: CORINNE SMITH  
 Name of Applicant: ZACHARY ROLFE

### NORTHERN TERRITORY Computer Competency Checklist

	FREQUENCY OF USE		
	<input checked="" type="checkbox"/> Daily	<input type="checkbox"/> Weekly	<input type="checkbox"/> Monthly
MS Word	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MS Office	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MS Excel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Data Input	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outlook	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internet	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

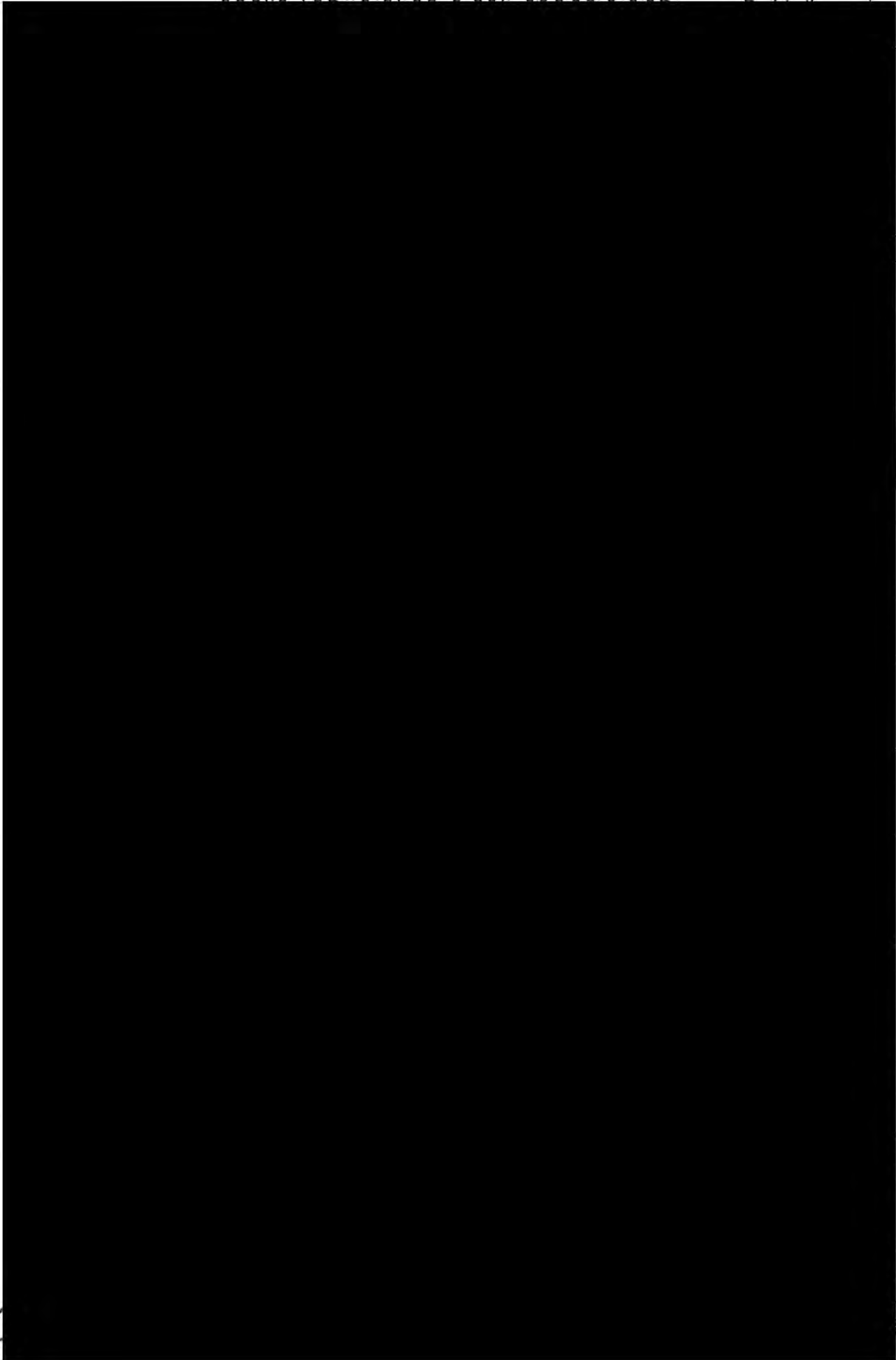
Comments: Zach works as my admin assistant, he is required to be competent in the use of the Microsoft Suite. He excels at this on a daily basis.

Signature of Applicant:	[REDACTED]
Date:	24 FEB 2016
Signature of Assessor:	[REDACTED]
Date:	24 FEBRUARY 2016

AUSTRALIAN CAPITAL TERRITORY  
*Registration of Births, Deaths and Marriages Act 1963*

1991/3553

REGISTERED OF BIRTHS

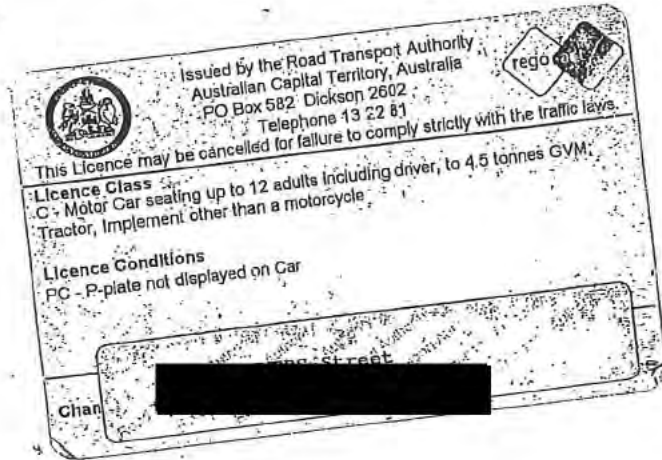


es

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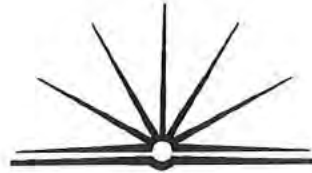


Solicitor Canberra  
3/2/16

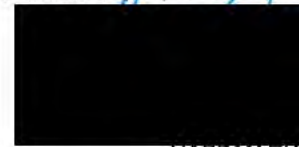


# HIGHER SCHOOL CERTIFICATE

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BOARD OF STUDIES  
NEW SOUTH WALES



HASSAN EHSAN  
Solicitor Canberra  
3/2/16

*This is to certify that*

***Zachary Brian Rolfe***

*who attended*

***Canberra Grammar School***

*has met the requirements for the award  
of a Higher School Certificate*



20773421

  
President

Dated at Sydney on 8th January 2010

The Higher School Certificate is accredited by the Board of Studies NSW and is recognised as a Senior Secondary Certificate of Education within the Australian Qualifications Framework.

Issued by the Board of Studies without alteration or erasure.

# HIGHER SCHOOL CERTIFICATE

## Record of Achievement



*This is to certify that **Zachary Brian Rolfe** of **Canberra Grammar School** has satisfactorily completed the courses listed below:*

2009 Board Developed Courses	Examination Mark	Assessment Mark	HSC Mark	Performance Band
2 unit Ancient History	81/100	83/100	82	5
2 unit Biology	71/100	80/100	76	4
2 unit English (Advanced)	76/100	78/100	77	4
2 unit General Mathematics	85/100	94/100	90	6
2 unit Personal Development, Health and Physical Education	78/100	84/100	81	5

### 2008 Board Developed Courses (Preliminary)

- 2 unit Ancient History
- 2 unit Biology
- 2 unit English (Advanced)
- 1 unit English Extension
- 2 unit General Mathematics
- 2 unit Personal Development, Health and Physical Education

### Board Endorsed Courses (Preliminary)

- 1 unit Australian, General

**ELIGIBLE FOR HIGHER SCHOOL CERTIFICATE**

Page 1 of 1

Student Number: 20773421

  
President



32047378

Dated at Sydney on 8th January 2010  
Issued by the Board of Studies without alteration or erasure.

**OBSERVATIONS**

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*Ce document est valable pour tous pays sauf mention contraire  
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autres conditions d'entrée de chaque pays).*



**OBSERVATIONS**

This document is valid for all countries unless otherwise endorsed  
(subject to the visa, permit or other entry requirements of each country).  
*Ce document est valable pour tous pays sauf mention contraire  
(sous réserve des conditions de délivrance de visa, de permis, ou  
autres conditions d'entrée de chaque pays).*



**BEARER IS TRAVELLING ON GOVERNMENT  
BUSINESS**

**PASSPORT**

**AUSTRALIA**

Type / Type  
**P**

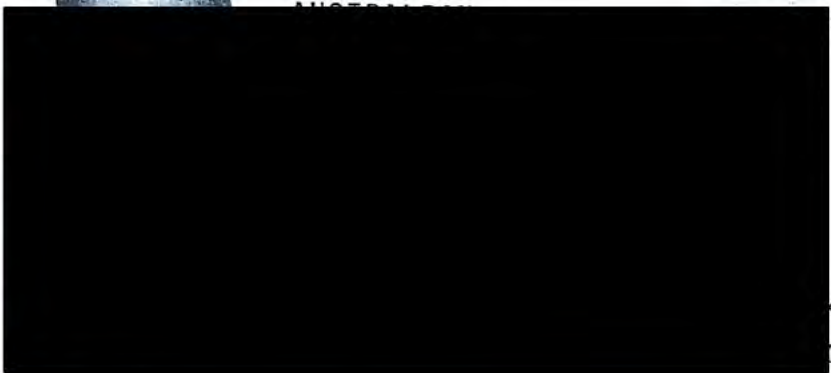
Code of Issuing State / Code de l'Etat  
Staat **AUS** 

Names / Nom

**ROLFE**

**ZACHARY BRIAN**

Nationality / Nationalité



**OFFICIAL  
PASSPORT**

**AUSTRALIA**

Type / Type  
**P**

Code of Issuing State / Code de l'Etat  
Staat **AUS** 

Names / Nom

**ROLFE**

**ZACHARY BRIAN**

Nationality / Nationalité



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**HASSAN EHSAN  
Solicitor Canberra**

2/2/16

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**HASSAN EHS, A/L**  
**Solicitor Canberra**

MALIGANIS EDWARDS JOHNSON

3/2/16

Your Ref:  
Our Ref: ADMIN/CS

27<sup>th</sup> January 2016

Level 6,  
60 Marcus Clarke Street  
Canberra City ACT

GPO Box 633  
Canberra ACT 2601

Document Exchange:  
DX 5736 Canberra

T (02) 6257 2999

Fax:  
(02) 6257 4422

Email:  
mail@mej.com.au

Web:  
www.mej.com.au

Dear Sirs,

**RE: ZACHARY BRIAN ROLFE - STATEMENT OF EMPLOYMENT**

This letter is to advise that Mr Zachary Rolfe has been employed in a part time capacity as a Law Clerk at Maliganis Edwards Johnson.

His employment commenced on 5<sup>th</sup> May 2015 and is ongoing at this time. His normal hours of work are Monday to Friday 9am – 2pm.

Should you require any further information regarding Zachary's employment, please do not hesitate to call on 02 6257 2999.

Yours faithfully,  
**MALIGANIS EDWARDS JOHNSON**



**Corinne Smith**  
**Practice Manager**

PARTNERS

Craig Edmund  
Edwards  
B.A., LL.B.

John Fitzjames  
Little  
B.Sc., B.A., LL.B.

Deborah Rolfe  
B.Ec., LL.B(Hons)

James Treloar  
B.Sc., LL.B(Hons),  
LLM

Northern Territory Police



memo

		Date: 18/Apr/2016
		Trim File: <i>BCi2016/0020</i>
To:	OIC OPERATIONAL & FIELD INTELLIGENCE SECTION	Trim Doc: <i>BCi2016/0020 ~ 0017</i>
From:	SENIOR CONSTABLE HAYDEN PEARCE 2720	OIS Reference:
Subject:	PROBITY CHECK – Zachary Brian ROLFE – Constable – NT Police.	

As requested by Safe NT, a probity check on intelligence holdings has been conducted on the following person for the purpose of appointment / employment as a Constable, NT Police.

**ROLFE, Zachary Brian (DOB: 18/Aug/1991)**

Results of check as follows:

- NTPOL PROMIS – Recorded, PROMIS ID: 1382346 – Nil adverse.
- NTPOL ISYS – Not recorded.
- NTPOL IR Database – Not recorded.
- ACID/ALEIN – Not recorded.
- NPRS – Recorded (AFP ID: 5976101) – Nil adverse.

*Nil adverse records*

For your information and consideration.



Senior Constable Hayden PEARCE  
Registered Number: 2720  
Territory Intelligence & Specialist Service Division



# NATIONAL POLICE CERTIFICATE



**Attn: OIC RECRUITMENT**  
NT Police, Fire & Emergency Service  
Police Recruitment  
PO Box 39764  
WINNELLIE NT 0821

179955

## FINGERPRINT HISTORY CHECK - POLICE IN CONFIDENCE *Including Spent Convictions*

A fingerprint check has been conducted through the National Automated Fingerprint Identification System and has been classified by the Northern Territory Police Fingerprint Section.

A nationwide check has been conducted through the CrimTrac Agency and according to various State and Territory legislation all releasable records, if any, are attached.

Surname/Given Names	Date of Birth	Releasable History
<b>ROLFE, Zachary Brian</b>	[REDACTED]	<b>No</b>

It may be that not all records attached relate to matters which originally involved fingerprints. In these cases, reliance is placed on a name and date of birth search.

Although every effort has been made to ensure the accuracy and reliability of the information contained in this check, the Northern Territory of Australia and the Commissioner of Police expressly disclaim any liability or responsibility for the accuracy or reliability of the information contained herein.

This information is supplied in confidence and is not to be disseminated to a third party.

**Purpose: Police Constable**



for and on behalf of the  
Commissioner of Police  
Monday, 18 April 2016

The information contained in this document is valid as at date displayed.

This certificate is produced on secure paper to provide proof of authenticity. Several security features are integrated within the document, some of which are described overleaf. The absence of any of the security features indicates this is not an original document.



m/1 24/3 0945 - will ring back.



**AIFP**

Proven Applicant Profiling

Suite 1, 651 Canterbury Road Surrey Hills Vic 3127 Australia Ph 61 3 9898 2061 Fax 61 3 9898 0602  
Email: selection@aiofp.com.au Web: www.aiofp.com.au

**PUBLIC SAFETY REFERENCE CHECKING GUIDE**

Name of Applicant Zachary Rolfe,

Date of Reference Check 24/3/16 Name of Person Checking the Reference MEGGITT,  
Name of Referee Corinne Smith. - Practice manager Law Firm

Telephone Nos. Office \_\_\_\_\_

Mobile

Home \_\_\_\_\_

Time of Phone Call 1125 Length of Telephone Call 10

**A. CONSIDERATIONS IN CHECKING THE REFERENCES**

- 1. Has the applicant provided the names of at least two past **employers** or **supervisors**? Yes  No
- 2. If not, have we obtained the names of at least two of these people? Yes  No
- 3. Is the referee listed above a past employer or supervisor? Yes  No
- 4. If not, what is their relationship to the applicant  
\_\_\_\_\_
- 5. Do you have the list of referees put forward by the Applicant, and other information they've given about their relationship to these people, immediately to hand? Yes  No

AIFP

**B. OPENING THE TELEPHONE CALL**

In doing a reference check, it is important to consider the psychological needs of the person who is providing the reference. They want to know that their comments will not get back to the person they're speaking about.

Secondly, the person often has divided loyalties. They may want to help you as the potential employer. At the same time they may be reluctant to say anything less than flattering about someone they know. To try and deal with these issues it's important to make the following comments at the outset of the telephone call.

1. *"My name is \_\_\_\_\_ . I'm from the Northern Territory Police Recruitment Office. I'm calling you at the suggestion of \_\_\_\_\_ . He/she has given your name as a referee to support their application for employment. Is this a convenient time for you to speak?"*

If the person asks how much time you will need, the best answer is "approximately 15 minutes – it might be a little bit more or less."

If the person indicates it's not a good time, ask them "If you could suggest a time that would be convenient, I can call you then. Or, if you'd prefer, I can give you my number and you can call me back at a time that we can agree on."

Once this has been established, proceed with the other questions.

2. *"\_\_\_\_\_ has applied to be a Police \_\_\_\_\_ . This is a job in which \_\_\_\_\_ will be responsible for the safety of other people. It involves a certain level of danger both to (himself/herself) and to other people."*
  3. (Confidentiality) *"We hope that you can be as candid as possible. Naturally, you can be sure that nothing you say will be repeated back to \_\_\_\_\_"*  
**ONLY MAKE THIS STATEMENT IF YOU CAN BE SURE THAT IT IS TRUE.**
  4. *"This is a particularly stressful job. We want to be as fair as we can to \_\_\_\_\_ . At the same time, we don't want to put (him/her) into a job that would not be right for them."*
-

AIFP

## C. INDIVIDUAL QUESTIONS

1. "How long have you known Zach?"  
Just over 12 months  
known family for longer.
2. "Do you recall when he/she worked with you and for about how long?" Do not volunteer the dates and then simply ask the referee to confirm these. It's better to get their recollection. If they're hazy or uncertain, then you can say "On the application it's listed as (fill in the dates). Does that seem correct?"
3. "What was Zach position?" (Here you should confirm the relationship between the referee and the applicant. This can be done with the following question) "Did \_\_\_\_\_ work for you or were they on the same level as you?"  
Practic manager  
→ admin assistant.
4. "What were the circumstances which led to \_\_\_\_\_ leaving your company?"  
(ONLY if they are no longer employed there)
5. "How would you describe Zach as an employee?"  
Very conscientious.  
Breath of fresh air  
Honest  
Salt of the earth  
Committed - consistent  
Good fellow  
Reliable

AIFP

6. "Looking back, can you describe for me what was the most difficult situation that Zach. had to deal with when they worked with/for you?" Find out Context – Action person took – and Result (CAR).

I manage 54 staff.  
 Helping me with people.  
 He has a much cooler head.  
 Age range 19-67 news

7. "Naturally, there are always times when a person has to take on a task which might not be their favourite. Can you describe a time when you had to give Zach. this kind of job and tell me how he/she responded?"  
 If this is a peer change the wording to "Can you describe a time when \_\_\_\_\_ was given this kind of job ..." Find out CAR.

Despises - archiving  
 Tedious & monotonous.  
 Fowsses b/c he knows he has to do it  
 Not a lot of problems.  
 Good egg.

8. "Everybody has to on occasion sort out a difference of opinion with a co-worker – it may be a difference in style or values – can you describe a time when Zach. had a situation like that?" Find out CAR.

Had to deal with staff members.  
 Mid 40s - can be quite difficult.  
 Thank  
 Can you show me  
 Manages personality  
 He never rises to it  
 Has a cool head. She

AIFP

9. "What was the most stressful situation that Zach. had to deal with?" Find out CAR.

We get violent clients w/  
personal injury  
very aggressive  
depressed.

Aggro with female receptionist

Medication: Calms them down → get them  
out of buildings. But dangerous - unpredictable.

10. "Can you recall how much sick leave Zach. used?"  
Allow time for an answer and if it is vague ask "Would you say this was less than most other people, more, or about the same?"

- 3 days - if that. NOT many.

11. "Did you have reason to have any concerns about Zach. health?"

No not at all.

12. "During the time that Zach. worked (for/with) you, what were two or three areas in which you would have liked to have seen (him/her) improve (his/her) work?"

Put a Entry  
More physical side of things.  
Bore him to death.  
Attention to detail is good

AIFP

13. "Is there anything I should know about Zach. to help me evaluate whether he/she would be suitable for this job?"

Good egg  
All round salt of earth.

COOL head

Consistent, Committed, fair.

Would let my daughter marry wh  
Would be on your side

- Respectful.

14. "Looking back, would you re-employ Zach. without any reservations?"

Yes.

---

**D. EVALUATING THE USEFULNESS OF THE REFEREE'S COMMENTS**

1. Intuitively, how candid did you feel the referee was being?

Low

Medium

High

2. How well do you think the referee knew the applicant?

Only a very casual acquaintance

Knew them reasonably well

Very close working relationship

3. Was the referee able to say anything which wasn't necessarily positive about the applicant?

Yes

Uncertain

No

---

AIFP

**E. SUMMARY**

1. Major Strengths Noted

"Good eggs"

Cool head

Consistent, committed & fair ✓

2. Any Weakness or Areas of Concern Noted

Gets bored with routine tasks.

**Meggitt, Jacqueline**

---

**From:** zach rolfe <[REDACTED]>  
**Sent:** Monday, 21 March 2016 14:46  
**To:** PFES, HRM Police Recruitment  
**Subject:** Re: NT Police Recruitment - Referee Checks  
  
**Categories:** Purple Category

Hi Jacqui,

That number is correct for Corinne and I will let her know that someone will contact her soon.

Thank you

Zach

Sent from my iPhone

On 21 Mar 2016, at 3:23 pm, PFES, HRM Police Recruitment [REDACTED] wrote:

Hello Zach,

We are now at the stage of conducting referee checks. In your application you nominated Corinne Smith with a contact number [REDACTED] as your current supervisor. Could you please confirm that these details are correct and inform her that someone will be in touch by phone in the next couple of weeks.

Kind regards,

**Jacqui Meggitt** | Acting Senior Sergeant  
Police Recruitment and Selections I  
Northern Territory Police  
PO Box 39764 Winnellie NT 0821

Call recruitment on 1800 005 099 or visit [www.police.nt.gov.au](http://www.police.nt.gov.au)

[Working in partnership with the community to ensure a safe and resilient Northern Territory.](#)

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**Meggitt, Jacqueline**

---

**From:** Meggitt, Jacqueline on behalf of PFES, HRM Police Recruitment  
**Sent:** Monday, 21 March 2016 13:53  
**To:** [REDACTED]  
**Subject:** NT Police Recruitment - Referee Checks

Hello Zach,

We are now at the stage of conducting referee checks. In your application you nominated Corinne Smith with a contact number 04 [REDACTED] as your current supervisor. Could you please confirm that these details are correct and inform her that someone will be in touch by phone in the next couple of weeks.

Kind regards,

**Jacqui Meggitt** | Acting Senior Sergeant  
Police Recruitment and Selections I  
Northern Territory Police  
PO Box 39764 Winnellie NT 0821

Call recruitment on 1800 005 099 or visit [www.police.nt.gov.au](http://www.police.nt.gov.au)

Working in partnership with the community to ensure a safe and resilient Northern Territory.



# Northern Territory Police Force

Consent and Authority to Undertake Background Enquiries  
Release and Delivery of information to the Northern Territory Police Force  
Release and Waive All Rights, Suits or Claims

**AUTHORITY: Police Administration Act**

I, (full name – please print) THE ZACHARY BRIAN ROLFE  
acknowledge that I have applied for appointment as a member of the Northern Territory Police Force.

I further acknowledge that in taking the necessary steps to assess my suitability for appointment as a member, the Northern Territory Police Force will give consideration to matters which provide that a decision to appoint a person as a member must be made on the basis of merit of applicants and that merit includes an assessment of my integrity and good conduct.

To determine my merit for appointment, I hereby consent and authorise the Northern Territory Police Force to undertake background enquiries with police services and other agencies, both State and Federal, in connection with the determination of my merit for appointment, including my integrity and good conduct, and further consent and authorise such police services and other agencies as required to uplift all information that may directly or indirectly relate to me, and release and deliver such information to the Northern Territory Police Force.

I further consent and authorise the Northern Territory Police Force to undertake community background enquiries from my referees, police referees, current and previous employers, former and current places of residence, educational facilities, where applicable, in connection with the determination of my merit for appointment, including my integrity and good conduct, and further consent and authorise the release and delivery of all such information to the Northern Territory Police Force.

I further consent and authorise the Northern Territory Police Force to undertake medical inquiries, obtain reports and results from any medical practitioner, surgery, hospital, clinic or other medical facility in order to assess my suitability and ability to perform the duties of an operational police officer, and further consent and authorise such medical personnel as required to uplift all information that may directly or indirectly relate to me, and release and deliver such information to the Northern Territory Police Force.

Further, I hereby release and waive all rights, actions, suits or claims which may prevent, or arise from (whether directly or indirectly) the release and delivery of such information to the Northern Territory Police Force and the use of such information by the Northern Territory Police Force in the determination of my merit for appointment. And this release and waiver may be pleaded in bar to any action, claim, suit or proceedings, commenced or now taken or which hereinafter may be taken by me in any jurisdiction with respect to the release, delivery of such information to the Northern Territory Police Force or the use of such information by the Northern Territory Police Force in the determination of my merit for appointment as a member of the Northern Territory Police Force.

Signed

Date 3 / 2 / 16

Place of birth: Canberra ACT

Date of birth

Witness (print name) HASSAN EHSAN  
Soloist Canberra

Signature (of witness)

Date 3 / 2 / 16

*Note: A member of the Police Force includes a person appointed as a member under s16, s16AAA, s18 or s19 of the Police Administration Act.*



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

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**STATEMENT OF LICENCE DETAILS**  
**Ten Years**

LIC\_025\_2

Date: [REDACTED]  
Page: 1 of 2

HASSAN-EHSAN  
Solicitor Canberra  
3/2/16

**Name:** ROLFE, ZACHARY BRIAN  
**Date of Birth:** [REDACTED]  
**ACT Licence Number:** [REDACTED]  
**Date of Expiry:** 18/08/2016  
**Licence Type:** FULL - Full  
**Licence Status:** Active  
**Licence Class:** C - Car Licence  
**ACT Date of Issue:** 18/08/2008  
**Conditions:** NO CONDITIONS  
**Restrictions:** NO RESTRICTIONS  
**Total Demerit Points:** 3

**Licence History**

Start Date	End Date	Class	Type	Status	Status Reason
18/08/2011	Present	C	FULL	Active	
18/08/2008	18/08/2011	C	PROV	Active	
29/05/2007	18/08/2008	C	LEAR	Active	



**Traffic History**

Date of Offence	Offence Number	Offence Status	Offence Description	Demerit Points
21/04/2013	A0061786868	Interstate Loaded	0010. Exceeding The Speed Limit By 15 Km/H But Less Than 30 Km/H	3



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

**STATEMENT OF LICENCE DETAILS**

LIC\_025\_2

**Ten Years**

Date : 28/01/2016

Page: 2 of 2

Total Demerit Points Currently Accrued Against Licence

3

PLEASE NOTE - your demerit point total does not include demerit points that are associated with infringements where liability has not been accepted or is yet to be clarified (eg. Infringement not yet paid, not yet allocated to actual driver, or under dispute). Once this occurs the demerit points will be applied with effect from the date of the offence.

Receipt Number: LKN20160128112720

Fee: \$ 23.80



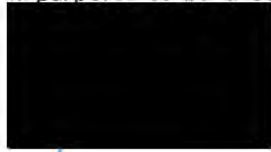
# NATIONAL POLICE CERTIFICATE

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Australian Federal Police  
Criminal Records  
GPO BOX 401  
Canberra ACT 2601  
Ph: 02 6131 5988  
ABN 17 864 931 143

AFP Ref: 7000/4571634  
Client Ref:

06 October 2015



ZACHARY ROLFE



HASSAN EHSAN  
Solicitor Canberra  
3/2/16

## Standard Disclosure All recorded unspent offences released Name and Fingerprint Check

This is to certify that there are **no disclosable court outcomes** recorded against the name of:

**ROLFE, Zachary Brian born on 18 August 1991**

in the records of the Australian Federal Police and the Police in all Australian States and Territories as at 29 September 2015.

This document is not issued as a form of identification.

Authorised by:



For and on behalf of  
Co-ordinator  
Criminal Records



C R I M I N A L R E C O R D S

The information contained in this document is valid as at date displayed.

This certificate is produced on secure paper to provide proof of authenticity. Several security features are integrated within the document, some of which are described overleaf. The absence of any of the security features indicates this is not an original document.





Northern Territory Police PRE-EMPLOYMENT  
Health Questionnaire & Medical Examination  
(with Audiometry, Spirometry & Musculoskeletal)

MEDICAL-IN-CONFIDENCE

Health Questionnaire & Medical Examination

Section 1 – Examinee to Complete

A) Examinee Information

Surname:	ROLFE
Given Name(s):	ZACHARY BRIAN
Date of Birth:	[REDACTED]
Address:	[REDACTED]
Daytime Phone number:	[REDACTED]
Mobile:	[REDACTED]
Position applied for or Reason for Medical Examination:	NT POLICE

B) Occupational History

1) Briefly describe your current job and duties (if applicable)

Administrative assistant

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Year		Job Title/Work Type or Description	Exposure to Chemicals/ Hazardous Substances/Noise	Doctor's Comments (all "yes" answers)
From	To			
2015	2016	Admin	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
2010	2015	Admin	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
			<input type="checkbox"/> Yes <input type="checkbox"/> No	
			<input type="checkbox"/> Yes <input type="checkbox"/> No	
			<input type="checkbox"/> Yes <input type="checkbox"/> No	

Have you ever had any work-related injury or illness (Industrial disease)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Do you have any condition that would prevent you from wearing personal protective equipment (safety boots/glasses/mask etc)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Have you ever been diagnosed with repetitive Strain Injury, Occupational overuse Syndrome, regional or Chronic Pain Syndrome or Chronic Fatigue	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Have you required more than 2 weeks off work for illness in the last 2 years	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Have you ever required a workplace or workstation (ergonomic) assessment because of any medical condition? Have you ever been advised of any work restrictions in order to work safely?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Have you ever been deployed overseas?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Have you previously taken anti-malarial prophylaxis?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Have you ever had malaria or dengue fever diagnosed, or suspected?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

**C) Medical History**

1) Please summarize your present state of health and fitness (e.g. in good health, exercise daily, etc.)

Good health, exercise daily

2) Do you/Have you ever smoked?

Yes  No

If yes, please advice on amount and duration.

\_\_\_\_\_

3) Do you drink alcohol?

Yes  No

If yes, please advice on amount, frequency and whether you have any alcohol-free days during the week.

Less than 1 day a week, 1-4 drinks

4) Do you exercise or undertake physical activity for about 20 minutes or more, at least 3 times per week?

Yes  No

If yes, what sports or activities do you take part in?

Boxing, weights, running

5) What do you do for relaxation/Do you have any hobbies?

Yes  No

Please indicate:

Reading, yoga

6) Do you practise good oral hygiene?

Yes  No

If yes, please state time of last dental assessment:

2015 - Army discharge

	Doctor's Comments (all "yes" answers)
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[Redacted]

Cardiovascular System

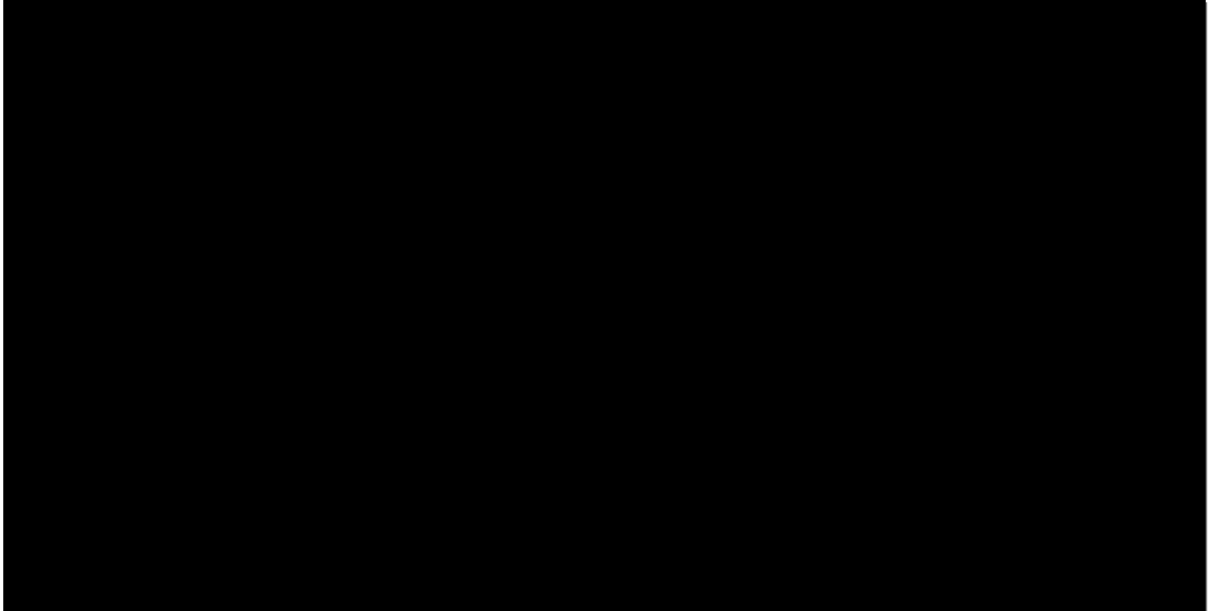
[Redacted]

RESPIRATORY SYSTEM

[Redacted]



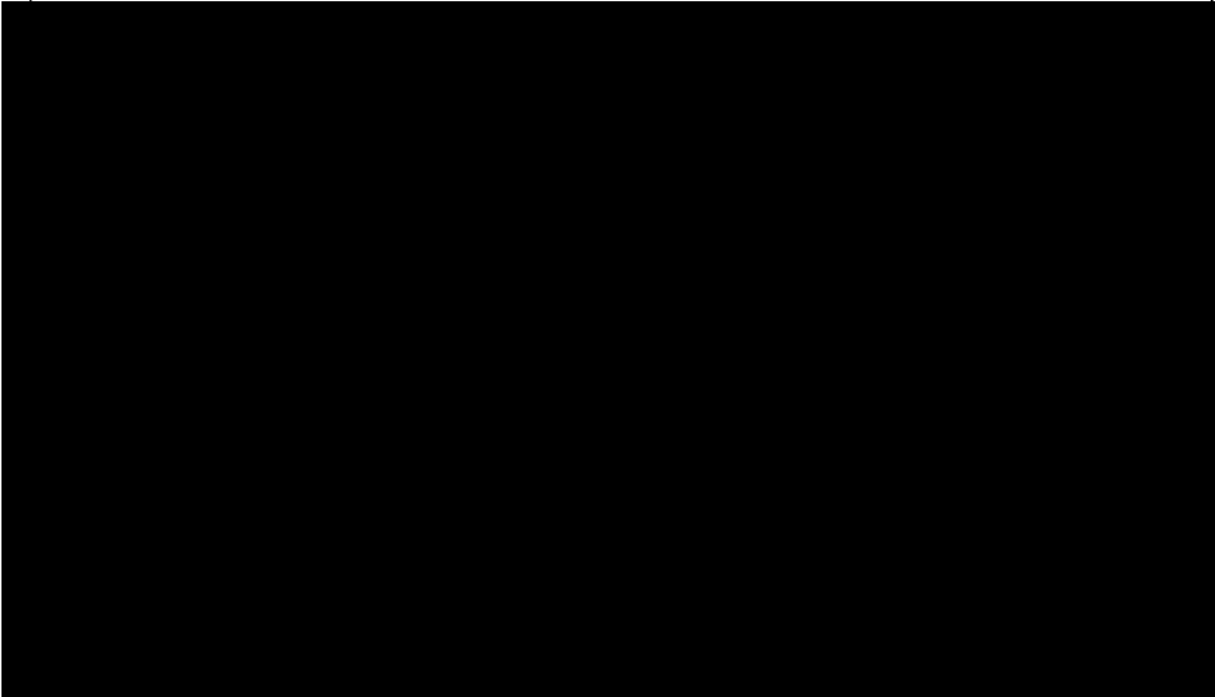
**Gastro-Intestinal System**



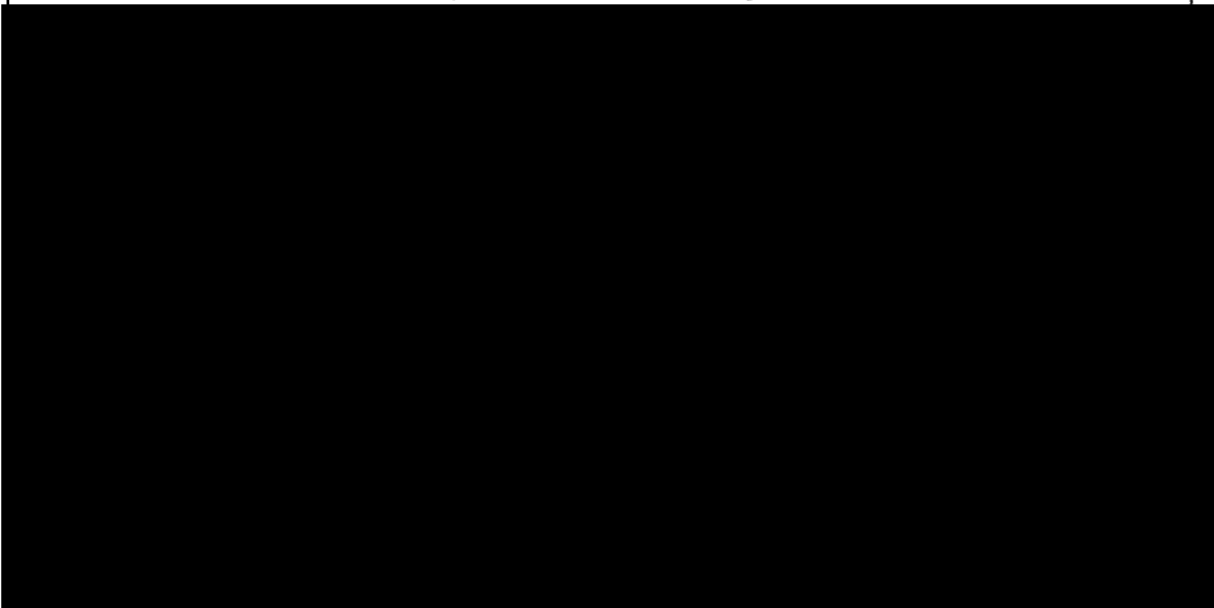
**Eye, Ear, Nose & Throat**



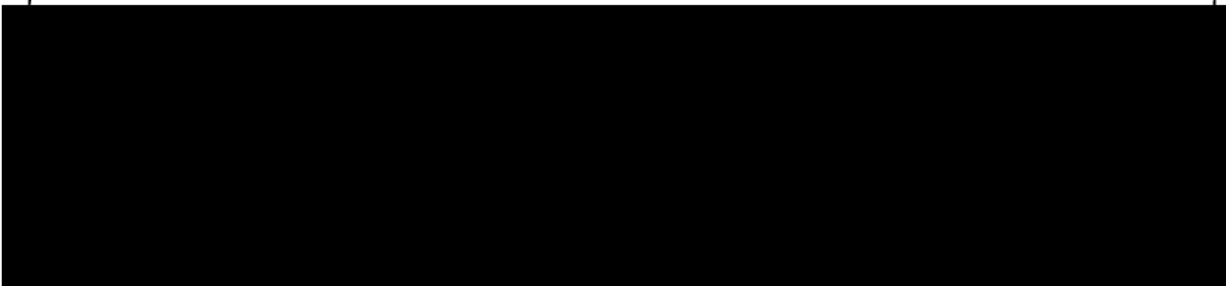
**Musculoskeletal System**



**Blood, Endocrine and Immune System**

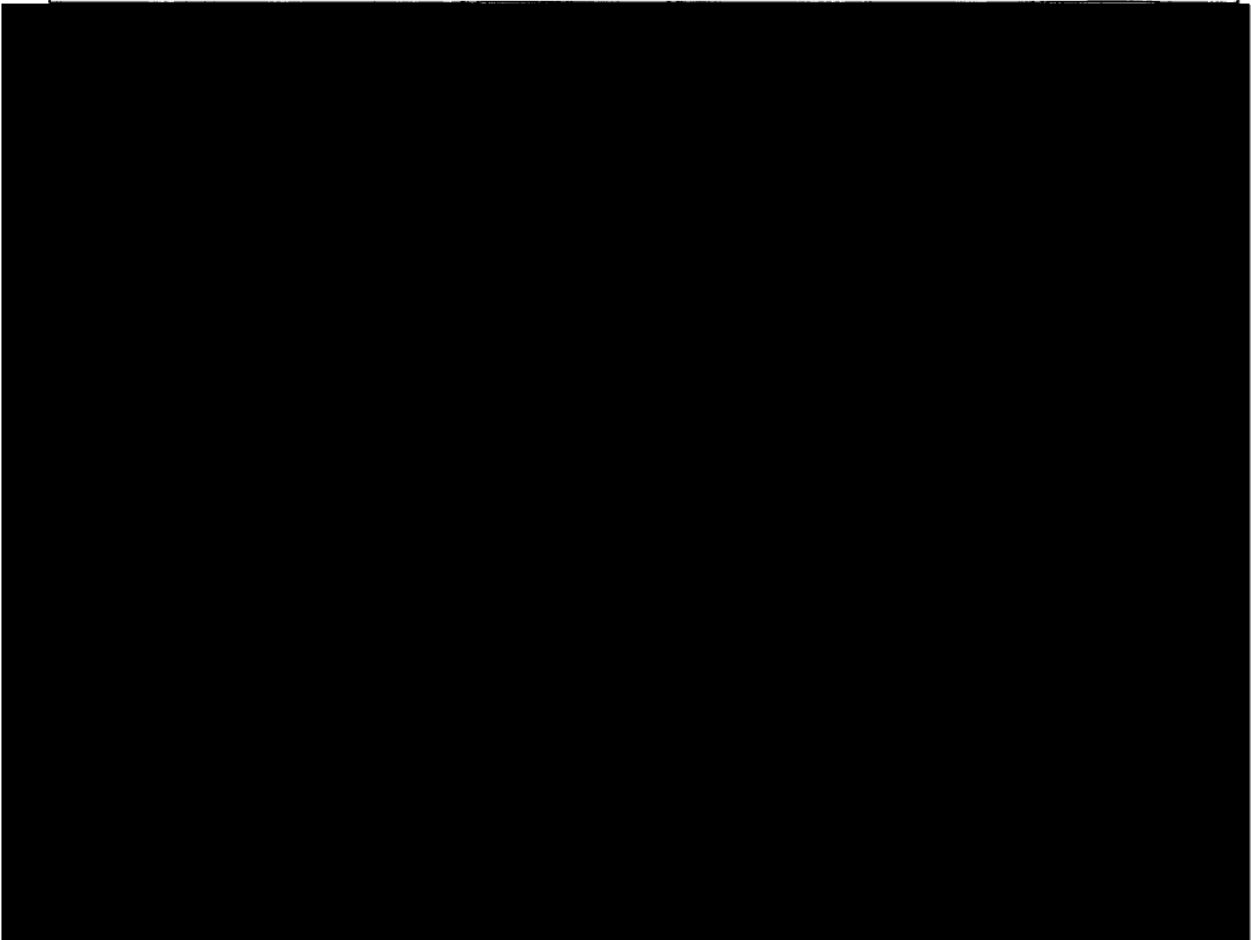


**Genito-Urinary System**

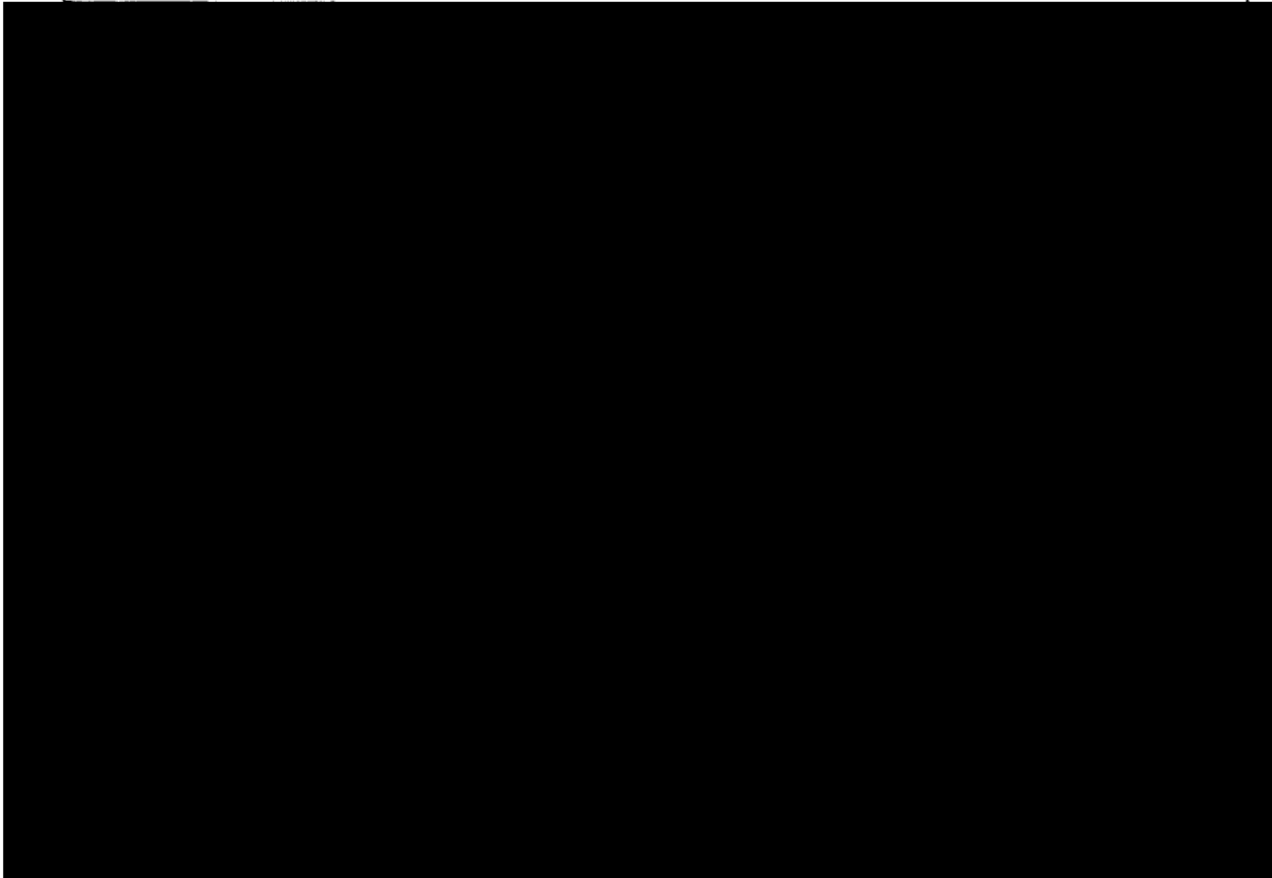




**Neurological & Psychological**



Skin



OP/AMP: Please use for any extra relevant information regarding the Medical History

Question Number	Comments

Section 2: *Examinee to complete*

Who is your usual Doctor?

Name of Doctor:	JULIE HEWITT
Address:	CRACE
Phone number:	
For how long have you been a patient of this practice?	Over 10 years

## Declaration and Consent:

This declaration must be signed by you, the examinee, in the presence of the Examining Medical Practitioner.

- I hereby certify that to the best of my knowledge the answers given above are correct.
- I acknowledge that the provision of incorrect information or the withholding of any information relating to my health and fitness may adversely affect the assessment of my integrity in the selection process and will result in the withdrawal of my appointment as a police recruit.
- I understand that I may be required to remove some clothing (not underwear) and that I may be required to provide a urine and/or blood sample.
- I understand that today's medical assessment is for the purposes relating to my employment or potential employment and that some or all information collected, including results of tests, may be released to my employer, or prospective employer, and may be forwarded to the NT Commissioner for Superannuation for assessment of coverage under the Northern Territory Government Death and Invalidity Scheme.

Signature of examinee

Date



Signature of Doctor

Date

**Section 3: Medical Examination – To be completed by the OP/AMP**

1. Height  cm Weight  kg BMI =  Weight (kg)  
Height (m<sup>2</sup>)

**Medical Comments**

Muscular physique not overly overweight

**2. Vision test**

**Distance Vision**

	R	L
Without Correction	6/5	6/4
With Correction	6/6	6/6

**Near Vision**

	R	L
Without Correction	N 4	N 4
With Correction	N	N

**Colour Vision (24 plate Ishihara test)** [9 or more correct out of the first 13 plates – pass]

Ishihara Test: No. of Errors

**Medical Comments**

**3. Urinalysis**

Sugar
<input checked="" type="checkbox"/> Nil
<input type="checkbox"/> Trace
<input type="checkbox"/> +
<input type="checkbox"/> ++
<input type="checkbox"/> +++

Protein
<input checked="" type="checkbox"/> Nil
<input type="checkbox"/> Trace
<input type="checkbox"/> +
<input type="checkbox"/> ++
<input type="checkbox"/> +++

Blood
<input checked="" type="checkbox"/> Nil
<input type="checkbox"/> Trace
<input type="checkbox"/> +
<input type="checkbox"/> ++
<input type="checkbox"/> +++

**Medical Comments**

Treating doctor referral provided (if abnormal)

**4. Spirometry**

	Actual	Predicted	%Predicted
FEV <sub>1</sub>	4.76	4.44	108
FVC	5.39	5.19	104
FEV <sub>1</sub> /FVC	108 %	104 %	1.03

Normal  
 Abnormal

**Medical Comments**

5. Audiometry

Hz

		500	1000	1500	2000	3000	4000	6000	8000
Normal	-10								
	0								
	10								
	20								
Mild	30								
	40								
	50								
Moderate	60								
	70								
Severe	80								
	90	See attached.							
Profound	100								

Right - Red O  
Left - Blue or Black X

Ear canals obstructed by wax?	(R): <input type="checkbox"/> No <input type="checkbox"/> Yes	(L): <input type="checkbox"/> No <input type="checkbox"/> Yes
-------------------------------	---	---

Tested by: <u>Rance Carter -</u>	Date of Test: <u>30/3/16.</u>
----------------------------------	-------------------------------

**Medical Comments**

6. Cardiovascular System

Medical Comments (all yes / abnormal)

<b>Blood Pressure</b>		<b>Repeated (if necessary)</b>		
Systolic	<u>112</u>	Systolic		
Diastolic	<u>70</u>	Diastolic		
Blood Pressure		<input type="checkbox"/> Normal	<input type="checkbox"/> Abnormal	
Heart Rate & Rhythm	<u>78</u> /min	<input checked="" type="checkbox"/> Normal	<input type="checkbox"/> Abnormal	
Heart Size & Sounds		<input type="checkbox"/> Normal	<input type="checkbox"/> Abnormal	
Murmurs present		<input type="checkbox"/> No	<input type="checkbox"/> Yes	
Evidence of cardiac failure / oedema		<input type="checkbox"/> No	<input type="checkbox"/> Yes	
Evidence of varicose veins		<input type="checkbox"/> No	<input type="checkbox"/> Yes	

**7. Respiratory System**

- Chest Expansion  Normal  Abnormal
- Air Entry  Normal  Abnormal
- Breath Sounds  Normal  Abnormal
- Wheezing – at rest  No  Yes
- Percussion  Normal  Abnormal
- PEFR  Normal  Abnormal

Medical Comments (all yes / abnormal)

**8. Gastro-Intestinal System**

- Abdominal Scars  No  Yes
- Abdominal Palpation  Normal  Abnormal
- Liver & Spleen  Normal  Abnormal
- Hernia  No  Yes

Medical Comments (all yes / abnormal)

**9. Musculoskeletal System**

**Spine**

- Posture & Mobility  Normal  Abnormal
- Scoliosis present  No  Yes
- Full range of movement of cervical spine  No  Yes
- Full range of movement of thoracic spine  No  Yes
- Full range of movement of lumbosacral spine  No  Yes
- Measurement of forward flexion (provide distance in cms from fingertips to ground) 0 cm  Normal  Abnormal
- Straight leg rising within normal limits (provide range in degrees) R 90° L 90°  Normal  Abnormal
- Demonstrate heel and toe walking  Normal  Abnormal
- Neurological Examination of upper limbs (power, tone, reflexes)  Normal  Abnormal
- Neurological Examination of lower limbs (power, tone, reflexes)  Normal  Abnormal

Medical Comments (all yes / abnormal)

**Lower Limbs**

- Muscle Wasting  No  Yes
- Surgical Scars  No  Yes
- Gait  Normal  Abnormal
- Ability to unilaterally weight bear  Normal  Abnormal
- Ability to demonstrate full deep squat  Normal  Abnormal
- Full / Symmetrical movements of hips  Normal  Abnormal

Medical Comments (all yes / abnormal)

- Full / Symmetrical movements of knees  Normal  Abnormal
- Knee crepitus present  No  Yes
- Full / Symmetrical movement of ankles  Normal  Abnormal
- Foot Posture (provide comment e.g. foot pronation; pes cavus; etc.)  Normal  Abnormal
- Full power of major muscle groups of lower limbs  Normal  Abnormal

**Upper Limbs**

- Symmetrical / Normal shoulder contours  Normal  Abnormal
- Full / Symmetrical shoulder movements (include abduction/adduction; flexion/extension; Internal & external rotation)  No  Yes
- Presence of shoulder joint impingement  No  Yes
- Signs of epicondylitis  No  Yes
- Full / Symmetrical movement of elbow  Normal  Abnormal
- Full / Symmetrical movements of wrists  Normal  Abnormal
- Test for Carpal Tunnel Syndrome  Normal  Abnormal
- Tests for De Quervain's tendonitis  Normal  Abnormal
- Full/Symmetrical movement of fingers  Normal  Abnormal
- Full power hand grip and pincer grip  Normal  Abnormal
- Full power of major muscle groups of upper limbs  Normal  Abnormal

Medical Comments (all yes / abnormal)

**10. Skin**

- Scars, tattoos or other identifying marks  No  Yes
- Any evidence of eczema, dermatitis, acne, allergy  No  Yes
- Any evidence of skin cancer or other abnormalities  No  Yes

Medical Comments (all yes / abnormal)

Tattoos chest, arms

**11. Eyes, Ears, Nose, Mouth & Throat**

- Any eye condition / abnormality  No  Yes
- Fundoscopy (if examined)  Normal  Abnormal
- Tympanic Membranes  Normal  Abnormal
- Nasal Airways  Normal  Abnormal
- Throat  Normal  Abnormal
- Mouth, Teeth, Gums & Tongue  Normal  Abnormal

Medical Comments (all yes / abnormal)

Absent tonsils

Hearing Forced Whisper at 3 metres

Right Ear  Normal  Abnormal  
Left Ear  Normal  Abnormal

N/A → Adio Ⓝ

12. Neurological & Mental System

Balance / Romberg's Test  Normal  Abnormal  
Reflexes  Normal  Abnormal  
Co-ordination  Normal  Abnormal  
Central Nervous System  Normal  Abnormal  
Behaviour during examination (Mental state)

Medical Comments (all yes / abnormal)

Final Comments (if needed for any abnormality otherwise not noted)

Client Contact

The impact of any medical condition/s that may put the examinee at risk of harm to themselves or others at work has conveyed to the client.

Details of contact made

No responsibility is taken by the examining Medical Practitioner for information withheld or falsified by the Applicant

Name of Doctor

Firestone

Signature of Doctor

[Redacted Signature]

Date

30/3/16

### Medical Assessment Report

**Opinion & Recommendation**

*I have reviewed the data on the candidate and advise that:*

<input checked="" type="checkbox"/>	<b>Class I</b> – Examinee is fit for the above position, without any restrictions
<input type="checkbox"/>	<b>Class II</b> – Examinee is fit for the above position, subject to the conditions or restrictions below
<input type="checkbox"/>	<b>Class III</b> – Examinee is temporarily unfit for the above position. Further information is required before a final classification can be made: <ul style="list-style-type: none"> <li><input type="checkbox"/> The examinee has been required to obtain further information from their treating doctor or specialist</li> <li><input type="checkbox"/> Clarification of functional and/or Physical capacity required</li> <li><input type="checkbox"/> Clarification of Mental Health Issues required</li> <li><input type="checkbox"/> Other (specify) _____</li> </ul>
<input type="checkbox"/>	<b>Class IV</b> – Examinee is permanently unfit for the above position

<b>Conditions or Restrictions (if applicable)</b>

Name of Doctor	Signature of Doctor	Date
FITZGERALD	[REDACTED]	30/3/16

*No responsibility is taken by the examining Medical Practitioner for information withheld or falsified by the Applicant*

*The purpose of this examination and opinions expressed are in the interests of prevention of occupational injury by proper placement of employees in positions suited to their medical capabilities*



Approved Medical Practitioner  
Medibank Health Solutions

Dear Sir/Madam

The bearer of this letter Zachary Brian ROLFE date of birth [REDACTED] whose photograph is affixed is an applicant for appointment to the Northern Territory Police as a Police Constable.

The applicant has been instructed to attend at your centre by pre-arranged appointment for a medical examination. All accounts for this Medical Assessment are to be forwarded along with the Medical Report to the Darwin office of Medibank Health Solutions.

Please take into consideration the Medical Guidelines booklet previously forwarded to your office. Please contact the Police Recruitment Office on 1800 005 099 should you require another copy of this booklet.

***Please note*** that the applicant is applying for a position for which a high physical standard is required. The applicant may also be required to undergo physical defensive tactics training. If the applicant is carrying injuries, or their physical disposition is such as to prevent arduous physical activity, the applicant will be unsuitable as a candidate.

Yours sincerely



Superintendent Sachin Sharma  
Northern Territory Police Recruitment  
17/03/2016





## Musculoskeletal and Fitness Assessment

Name: Zachary Rolfe

Date: 30 March 2016

Name: Zachary Rolfe	DOB [REDACTED]
Employer: NT POLICE FIRE AND EMERGENCY (167465)	Job Role: Constable
Pre Existing Injuries / Subjective History right ankle and right hand	
Past History of Injuries <input type="checkbox"/> MVA <input type="checkbox"/> Work Related <input type="checkbox"/> Sporting <input type="checkbox"/> Other	
Details rightankle syndesmosis repair 2015, right hand (2006) severed tendon repair. nil ongoing issues	

Range of Motion	0 – Very Stiff or Painful	1 – Stiff	2 – Normal			
Cervical Flexion	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Cervical Extension	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Cervical Right Rotation	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Cervical Left Rotation	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Trunk Right Rotation	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Trunk Left Rotation	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Lumbar Flexion	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Lumbar Extension	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Lumbar Right Lateral Flexion	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Lumbar Left Lateral Flexion	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Straight Leg Raise (R)	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Straight Leg Raise (L)	0 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>			
Raw Score		0	24			
Raw Score Total			24			
Raw Score			X 0.8333			
Rating	0-13 Poor	14-15 Fair	16-17 Average	18-19 Good	20 Excellent	20.0/20
						Excellent

Upper Limb Strength	0	1	2	3	4	5	Score
Grip Strength Male	Unable <input type="checkbox"/>	<35 <input type="checkbox"/>	36-42 <input type="checkbox"/>	43-49 <input checked="" type="checkbox"/>	50-55 <input type="checkbox"/>	56+ <input type="checkbox"/>	3
Grip Strength Female	Unable <input type="checkbox"/>	<22 <input type="checkbox"/>	23-27 <input type="checkbox"/>	28-30 <input type="checkbox"/>	31-34 <input type="checkbox"/>	35+ <input type="checkbox"/>	0
Push Ups (Females Kneeling)	Unable <input type="checkbox"/>	1-5 <input type="checkbox"/>	6-10 <input type="checkbox"/>	11-15 <input type="checkbox"/>	16-20 <input type="checkbox"/>	21-25 <input checked="" type="checkbox"/>	5
Overhead Press <input type="checkbox"/> 6kg <input checked="" type="checkbox"/> 10kg	Unable <input type="checkbox"/>	1-5 <input type="checkbox"/>	6-10 <input type="checkbox"/>	11-15 <input type="checkbox"/>	16-20 <input type="checkbox"/>	21-25 <input checked="" type="checkbox"/>	5
Total Raw Score							13
Raw Score						X1.33	17.3/20
Rating	0-13 Poor	14-15 Fair	16-17 Average	18-19 Good	20 Excellent		Average



## Musculoskeletal and Fitness Assessment

Name: Zachary Rolfe

Date: 30 March 2016

Trunk Strength	0	1	2	3	4	5	Score	
Abdominal Stabilisation (Hover Test)	Unable to sustain position <input type="checkbox"/>	Able to hold Hover for 1-29 seconds <input type="checkbox"/>	Able to hold Hover for 30-49 seconds <input type="checkbox"/>	Able to hold Hover for 50-69 seconds <input type="checkbox"/>	Able to hold Hover for 70-89 seconds <input type="checkbox"/>	Able to hold Hover for >90 seconds <input checked="" type="checkbox"/>	5	
Back Extensions	Unable <input type="checkbox"/>	1-5 <input type="checkbox"/>	6-10 <input type="checkbox"/>	11-15 <input type="checkbox"/>	16-20 <input type="checkbox"/>	21-25 <input checked="" type="checkbox"/>	5	
Trunk Curl	Unable <input type="checkbox"/>	Hips 45° Sit-up with feet held <input type="checkbox"/>	Hips 45° Sit-up hands on thighs <input type="checkbox"/>	Hips 45° Sit-up hands across chest <input type="checkbox"/>	Hips 45° Sit-up hands on head <input type="checkbox"/>	Hips 90° Feet off bed, hands on head <input checked="" type="checkbox"/>	5	
Total Raw Score							15	
Raw Score							X1.33	20.0/20
Rating	0-13 Poor	14-15 Fair	16-17 Average	18-19 Good	20 Excellent		Excellent	

Lifting	0	1	2	3	4	5	Score	
Repeated lift 15kg in 1 min	Unable <input type="checkbox"/>	1 - 3 <input type="checkbox"/>	4 - 7 <input type="checkbox"/>	8 - 11 <input type="checkbox"/>	12 - 14 <input type="checkbox"/>	> 15 <input checked="" type="checkbox"/>	5	
Technique Lift and Carry 5m	5		7		10			
	Unable to lift safely (needs manual handling training) <input type="checkbox"/>		Correct on second attempt after prompting <input type="checkbox"/>		Correct on first attempt <input checked="" type="checkbox"/>		10	
Raw Score Total							15	
Raw Score							X1.33	20.0 /20
Rating	0-13 Poor	14-15 Fair	16-17 Average	18-19 Good	20 Excellent		Excellent	
Maximum Assessed Safe Lifting Capacity:							40kgs	

Lower Limb Function	0	1	2	3	4	5	Score	
Kneeling (hands behind back)	Unable <input type="checkbox"/>	Kneel briefly <input type="checkbox"/>	10 seconds <input type="checkbox"/>	20 seconds discomfort <input type="checkbox"/>	20 seconds <input type="checkbox"/>	Plus stand without using hands <input checked="" type="checkbox"/>	5	
Single Leg Squat Left	0 - 2 <input type="checkbox"/>	3 - 5 <input type="checkbox"/>	6 - 8 <input type="checkbox"/>	9 - 11 <input type="checkbox"/>	12 - 14 <input type="checkbox"/>	15 + <input checked="" type="checkbox"/>	5	
Single Leg Squat Right	0 - 2 <input type="checkbox"/>	3 - 5 <input type="checkbox"/>	6 - 8 <input type="checkbox"/>	9 - 11 <input type="checkbox"/>	12 - 14 <input type="checkbox"/>	15 + <input checked="" type="checkbox"/>	5	
Crepitus	Minus 1 point each knee for audible crepitus >50% of squats L knee <input type="checkbox"/> R knee <input type="checkbox"/>						0	
Biomechanics/Balance	Minus 2 points each knee for poor form >50% of squats L knee <input type="checkbox"/> R knee <input type="checkbox"/> Minus 1 point each knee for poor form <50% of squats L knee <input type="checkbox"/> R knee <input type="checkbox"/>						0	
Full Squat Bounce	Unable <input type="checkbox"/>	Partial Squat (some restriction) <input type="checkbox"/>	Full Squat <input type="checkbox"/>	Squat and bounce (some discomfort) <input type="checkbox"/>	Squat and bounce (no discomfort) <input type="checkbox"/>	Plus stand without using hands <input checked="" type="checkbox"/>	5	
Total Raw Score							20	
Raw Score							X1	20.00/20
Rating	0-13 Poor	14-15 Fair	16-17 Average	18-19 Good	20 Excellent		Excellent	

Cardio-Vascular Fitness	Maximum Heart Rate 220 - 24 (age) = 196 x 80% = 156 bpm Gender Male Weight 82					
Cholesterol Unsure	Resting HR 76 BMI 27.42 BP 118/70 Diabetes NoSmoker No					
Pre-test score = 2 Candidate informed of the procedure, risks & consent obtained to undertake the test <input checked="" type="checkbox"/>						
Fitness Testing not completed due to risk factors <input type="checkbox"/>						
Chester Step Test Heart Rate			Step Height 30cm			
Level 1 92	Level 2 107	Level 3 120	Level 4 127	Level 5 140		
Result 62.						



**Sonic**  
HealthPlus

**Musculoskeletal and Fitness Assessment**

Name: Zachary Rolfe

Date: 30 March 2016

Assessment Details	
Name: Zachary Rolfe	
was assessed on 30 March 2016	
for the position of	Constable
with company	NT POLICE FIRE AND EMERGENCY (167465)

Summary	Rating
Range of Motion	Excellent
Upper Limb Strength	Average
Trunk Strength	Excellent
Lifting	Excellent
Lower Limb Function	Excellent
Cardiovascular Fitness	Excellent

Incomplete assessment

BP too high

Other

Candidate feeling unwell

Candidate has an acute injury

Doesn't meet criteria for safe testing

Candidate elected not to complete test

**Classification:**

- A) No significant increased risk of Injury for the proposed position.
- B) May have an increased risk of injury for the proposed position. This risk may be reduced with the interventions recommended below.
- C) May have a significantly increased risk of Injury for the proposed position.

<p><b>Intervention Recommended</b></p> <p><input type="checkbox"/> Weight Loss</p> <p><input type="checkbox"/> Core/Abdominal strengthening exercises</p> <p><input type="checkbox"/> Upper Limb Strengthening/stability exercises</p>	<p><input type="checkbox"/> Back Strengthening Exercises</p> <p><input type="checkbox"/> Postural Exercises/Correction</p> <p><input type="checkbox"/> Lumbar Support/Lumbar Roll (sitting)</p> <p><input type="checkbox"/> Hamstring stretches (L)/(R)</p> <p><input type="checkbox"/> Increase Cardiovascular Fitness</p>	<p><input type="checkbox"/> Spinal Mobility Exercises</p> <p><input type="checkbox"/> Manual Handling Review/Training</p> <p><input type="checkbox"/> Recommend Physiotherapy/GP Review</p> <p><input type="checkbox"/> Lower Limb Strengthening and balance exercises</p>
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**Comments:**

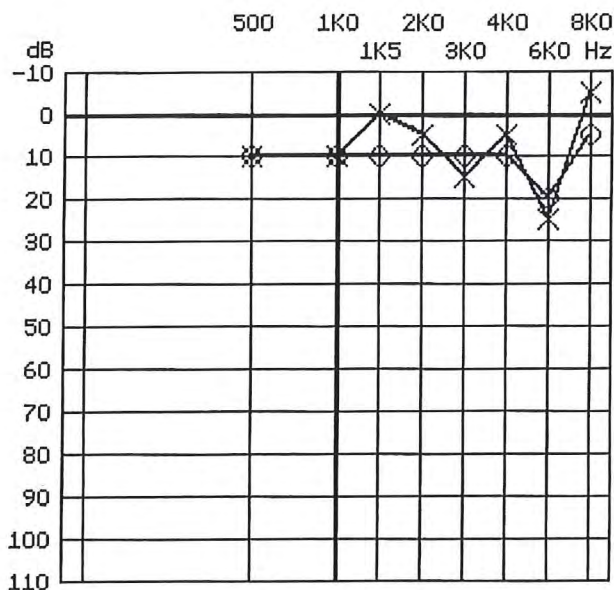
Assessment Performed by:  Physiotherapist  Exercise Physiologist  Other Provider

Stamp  
Sonic HealthPlus - Canberra CBD  
Level 1, 15 Bowes Street  
Woden ACT 2606 Australia  
P: +61 2 6112 8111 F: +61 2 6281 5557  
E: Canberra@sonichealthplus.com.au



Date: 30 March 2016

**Disclaimer:**  
Risk Classification serves as a guide. The Assessor reserves the right to adjust risk categories according to clinical finding on this assessment.



O = Right                      Audiogram ID: 81  
 X = Left

Hz	125	250	500	750	1K0	1K5	2K0	3K0	4K0	6K0	8K0	T	D
Right			10		10	10	10	10	10	20	5	10	13
Left			10		10	0	5	15	5	25	-5	8	15

NR = No Response

Name: Zachary Polfe

Personal ID: \_\_\_\_\_

Location: SHP ACT

Hughson Westlake minimum level: -10 dB      Maximum level: 80 dB

Remarks: \_\_\_\_\_

Operator ID: Renee Carles

Date: 3-23-16 Time: 11:15A **OSCILLA** SM930 SCREENING AUDIOMETER

# Health Assessment

Medical Questionnaire for Appointment as a Member of the Northern Territory Police Force.

Please read all instructions and questions carefully.

## Instructions

1. Complete this form in your own handwriting.
2. Answer all questions in the medical questionnaire by ticking either 'YES' or 'NO'. If the answer to any question is "YES" supply details where directed.
3. Complete the declaration and waiver and sign the form.

You must make full disclosure. This includes all medical procedures, illnesses, injuries, operations or any other medical condition. Failure to disclose any information will result in your application not being processed or once appointed the termination of your appointment.

## Personal Details

Surname

Roise

Given Names

Zachary Brian

Date of Birth

[Redacted]

Gender

Male  Female

Height (cm in bare feet)

175

Weight (kgs stripped)

78

Residential Address

[Redacted]  
21012

Do you have, or have you ever had, any of the following?

- |  |                              |  |
|--|------------------------------|--|
| 1. Asthma                                  | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 2. Diabetes                                | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 3. Epilepsy, fits, seizures or convulsions | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 4. Blackouts, fainting                     | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 5. Heart Disease, chest pain, angina       | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 6. Palpitations/irregular heartbeat        | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 7. Tuberculosis or any lung disease        | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 8. High blood pressure                     | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 9. Injuries, including head or back        | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 10. Speech impediment                      | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 11. Hepatitis B/C or HIV/AIDS              | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 12. Migraines or persistent headaches      | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 13. Mental illness or related conditions   | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 14. Anxiety or depressive illness          | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 15. Stress related disorders or conditions | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 16. Cancerous conditions, including skin   | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 17. Arthritis of any form                  | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 18. Chronic bone or joint conditions       | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 19. Deafness or hearing defects            | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| 20. Physical disabilities                  | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |

Provide full details to the following questions where applicable

21. Do you wear visual aids? (glasses/contact lenses)  YES  NO

NOTE: Applicants must have a corrected visual acuity of at least 6/9 in the better eye and 6/18 in the other eye. If you wear spectacles or contact lenses a report from an optometrist, showing corrected and uncorrected visual acuity in each eye, as well as an opinion as to the health of the eyes, is required in stage 3 of the application process.

22. Are you colour blind to any degree?  YES  NO

23. Have you undergone any operation, including laser surgery, in your lifetime?  YES  NO

24. Are you presently consulting a medical practitioner for any illness or injury?  YES  NO

25. Are you receiving any medical treatment or taking any medication?  YES  NO

26. Do you have, or have you had, any other illnesses or injuries (other than those which are minor)?  YES  NO

27. Are you aware of any circumstances regarding your health or fitness which would render you unable to carry out occupational requirements of a member of the Police Force and complete the physical training program uninterrupted?  YES  NO

If you have answered YES to any of the previous questions (1-27), please provide details.

Details (Include year of onset, treatment and current condition and number the response)

No. 23

Repair of severed tendon - right hand  
2006  
Repair of torn ligament - ankle - 2015  
Completely healed and fit

No. \_\_\_\_\_

[Empty response box]

No. \_\_\_\_\_

[Empty response box]

No. \_\_\_\_\_

[Empty response box]

## Declaration

I, (full name) ZACHARY BRIAN ROLFE, declare all the answers in this Medical Questionnaire to be, to the best of my knowledge and belief, true and correct.


I acknowledge that the provision of incorrect information or the withholding of any information relating to my health and fitness may adversely affect the assessment of my integrity in the selection process and will result in the withdrawal of my appointment as a police recruit.

## Authorisation and Direction

In making this declaration, I (full name) ZACHARY BRIAN ROLFE Authorise and direct any medical practitioner who has been or may be consulted by me, shall divulge at any time to the Commissioner of Police, any information concerning my health and medical history that he/she may have acquired in the course of any professional attendance by him/her on me, or any professional consultation I have had with him/her and I hereby expressly waive all professional confidence and provisions of laws to privilege relating to disclosure of such information, and further agree that this authority shall be sufficient consent for the purposes of the Evidence Act (NT).

I authorise the Northern Territory Police Force to retain this medical questionnaire and any medical reports and I am aware that in the event that my application is unsuccessful, I may request the return of the Medical Questionnaire and any medical reports within a 3 year period.

Signature of Applicant



Date

2 / 2 / 16

*Note: A member of the Police Force includes a person appointed as a member under s16, s16AAA, s18 or s19 of the Police Administration Act.*

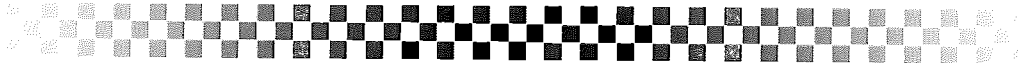
## Proof of Identity

ALL applicants need to provide 100 points of proof by providing **certified true copies** of identification as described in the table below

<u>Primary Identification</u>	Score	Tick
Passport	70	<input checked="" type="checkbox"/>
Citizenship	70	<input type="checkbox"/>
Birth Certificate	70	<input checked="" type="checkbox"/>
Licence issued under a law ( <i>drivers licence or shooters licence</i> )	50	<input checked="" type="checkbox"/>
Employment ID		
<i>ID Card Issued by Employer (name and address only)</i>	35	<input type="checkbox"/>
<i>ID Card issued by Employer (Name Only)</i>	25	<input checked="" type="checkbox"/>
Letter From Employer (within the last two years)		
<i>Confirming name and address</i>	35	<input type="checkbox"/>
Rates Notice	35	<input type="checkbox"/>
Credit/Debit cards/Passbooks ( <i>only one per institution</i> )	25	<input type="checkbox"/>
Medicare Card	25	<input type="checkbox"/>
Membership Card		
<i>Club, union or trade, professional bodies</i>	25	<input type="checkbox"/>
<i>Education institution</i>	25	<input type="checkbox"/>
Children under 18		
<i>Birth Certificate</i>	100	<input type="checkbox"/>
<i>Passport</i>	100	<input type="checkbox"/>
Recent Arrival in Australia		
<i>Passport</i>	100	<input type="checkbox"/>

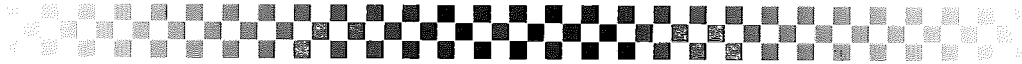
## Assessment Guidelines for Recruiting staff and the Integrity Committee

<p><b>Crimes</b> including Stealing, Unlawful Entry, Deception, Assault Police, Aggravated Assaults,</p> <p><b>Drug Offences</b> Possess/Use/Sale of Cannabis and other Illicit substances</p> <p><b>Dangerous Driving</b></p>	<p>Recruitment staff should refer all cases to the Integrity Committee for consideration of whether the applicant should remain in the selection process.</p> <p>If an adult at the time of the offence, the applicant will be excluded unless the Committee is satisfied there are exceptional circumstances which should permit the applicant to remain in the selection process.</p> <ul style="list-style-type: none"> <li>• if a juvenile at the time of the offence, the Committee may approve the applicant remaining in the selection process, taking into account:</li> <li>• the length of time after the offence – for instance, if committed more than 15 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal /misconduct history;</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>
<p><b>Simple Offences</b> Common Assault, Criminal Damage</p>	<p>In all cases recruitment staff should refer to the Integrity Committee for consideration of whether the applicant should remain in the selection process.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence – for instance, if committed less than 10 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• any other criminal / misconduct history;</li> <li>• the gravity of offence;</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>
<p><b>Regulatory Offences</b> Driving an unregistered motor vehicle; most minor offences</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• Regulatory Offences are spent, or were committed more than 5 years ago; or</li> <li>• the Regulatory Offences were minor and committed more than 2 years ago; and</li> <li>• the applicant has otherwise demonstrated very high standard of conduct; and</li> <li>• there are no other circumstances or criminal history which bring the applicant's integrity into doubt.</li> </ul> <p>All other cases and cases of doubt should be referred to the Committee.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence – eg for a recent offence;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal / misconduct history – for instance multiple offences;</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>



<p><b>Official Police Caution for Crimes, Drug Offences</b> (under 18years)</p>	<p>In all cases refer to the Integrity Committee.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence - for instance if committed less than 10 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal / misconduct history;</li> <li>• the applicant's conduct since the offence; and any other relevant consideration.</li> </ul>
<p><b>Official Police Caution for Simple Offences</b> (under 18years)</p>	<p>In all cases refer to the Integrity Committee.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence - for instance if committed less than 5 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal / misconduct history;</li> <li>• the applicant's conduct since the offence; and any other relevant consideration.</li> </ul>
<p><b>Liquor Act Offences</b></p> <p><b>Street Offences</b></p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• the offences were minor - based on the facts on the Court Brief etc - and committed more than 2 years ago; and</li> <li>• does not form part of a series or pattern of similar offences</li> <li>• the applicant has otherwise demonstrated very high standard of conduct; and</li> <li>• there are no other circumstances or criminal history which bring the applicant's integrity into doubt.</li> </ul> <p>In all other cases and cases of doubt recruiting staff should refer to the Integrity Committee for evaluation and determination.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence - for instance if committed less than 2 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal / misconduct history;</li> <li>• the applicant's conduct since the offence; and any other relevant consideration.</li> </ul>

<p><b>Drink Driving Offences</b></p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• Blood Alcohol Content (BAC) was under .15% and there are no circumstances of aggravation; and</li> <li>• the offence was committed more than 5 years ago;</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>• BAC was .15% or over; and</li> <li>• there are no circumstances of aggravation; and</li> <li>• the offence was committed more than 10 years ago.</li> </ul> <p>In cases of doubt or other circumstances - for instance multiple offences - the applicant's case must be referred to the Integrity Committee for consideration.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence - for instance if committed less than 2 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence – for instance high readings;</li> <li>• any other criminal / misconduct history;</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>
<p><b>Unlicensed Driving Offences</b></p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• the unlicensed driving offence was committed more than 5 years ago; or</li> <li>• the unlicensed driving offence was were minor - based on the facts on the Court Brief etc - and committed more than 2 years ago; and</li> </ul> <p>in either case</p> <ul style="list-style-type: none"> <li>• does not form part of a series or pattern of similar offences</li> <li>• the applicant has otherwise demonstrated very high standard of conduct; and</li> <li>• there are no other circumstances, criminal or misconduct history which bring the applicant's integrity into doubt.</li> </ul> <p>In all other cases and cases of doubt recruiting staff should refer to the Integrity Committee for evaluation and determination.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence;</li> <li>• any other criminal or misconduct history</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>
<p><b>Driving whilst Disqualified Offences</b></p>	<p>All disqualified driving cases should be referred to the Integrity Committee.</p> <p>The Committee may exclude the applicant from the selection process taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence - for instance if a single offence committed less than 10 years ago;</li> <li>• the applicant's age and circumstances at the time of the offence;</li> <li>• the gravity of offence including circumstances of aggravation</li> <li>• any other criminal or misconduct history – for instance if the applicant has multiple convictions for driving whilst disqualified;</li> <li>• the applicant's conduct since the offence; and</li> <li>• any other relevant consideration.</li> </ul>



<p><b>Other Traffic Offences</b></p> <p>( traffic breaches such as Driving Without Due Care)</p>	<p>Recruitment staff should allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• the offence(s) were minor -based on the facts on the Court Brief etc - and committed more than 2 years ago; or</li> <li>• suspension through accumulated demerit points expired more than 2 years ago; and</li> </ul> <p>in either case:</p> <ul style="list-style-type: none"> <li>• does not form part of a series or pattern of similar offences</li> <li>• the applicant has otherwise demonstrated very high standard of conduct; and</li> <li>• there are no other circumstances or criminal history which bring the applicant's integrity into doubt.</li> </ul> <p>If significant number of offences (6 or more in total), staff should assess as to number, nature and timeframe of offences to determine overall gravity of traffic history and refer to the Committee.</p> <p>In these, cases of doubt and all other cases, recruiting staff should refer to the Committee for evaluation and determination.</p> <p>The Committee may exclude the applicant from the selection process on the basis of multiple and/or serious traffic offences taking into account:</p> <ul style="list-style-type: none"> <li>• the length of time after the offence(s);</li> <li>• the applicant's age and circumstances at the time of the offence(s);</li> <li>• the gravity of offence(s) including circumstances of aggravation;</li> <li>• any other criminal or misconduct history – for instance if the applicant has multiple convictions for driving whilst disqualified;</li> <li>• the applicant's conduct since the offence(s); and</li> <li>• any other relevant consideration.</li> </ul>
<p><b>Domestic Violence Orders (DVOs)</b></p>	<p>Where a DVO application has been made against an applicant, including an order by consent or where an application has been heard in Court but no order issued, an assessment of the full circumstances should be made, including obtaining a transcript of the Court hearing and findings of fact made by the Magistrate.</p> <p>The case must be referred to the Integrity Committee for evaluation and determination based on individual circumstances and applicants may be excluded by the Committee.</p>
<p><b>Bankruptcy</b></p>	<p>Recruitment staff may allow an applicant to remain in the selection process where:</p> <ul style="list-style-type: none"> <li>• the applicant's bankruptcy was discharged or the order expired more than 5 years ago;</li> <li>• did not form part of a series or pattern of similar orders;</li> <li>• the applicant has otherwise demonstrated very high standard of conduct; and</li> <li>• there are no other circumstances or criminal history which bring the applicant's integrity into doubt.</li> </ul> <p>Where a bankruptcy application has been made against an applicant and been heard in Court but no order issued, an assessment of the full circumstances should be made, including obtaining a transcript of the Court hearing and findings of fact made by the Magistrate.</p> <p>All bankruptcy matters to be referred to the Committee for evaluation and determination based on circumstances and applicants may be excluded.</p>

<p><b>Concerns re Integrity and Conduct</b></p>	<p>Any integrity/conduct concerns resulting from background inquiry sources (such as an employer, police referee or personal referee, or from a police officer in response to the Police Gazette publication, etc) or from information that has been volunteered from any other source, should be individually assessed for credibility and a determination made after considering the gravity of the concerns.</p>
<p><b>Failure to Disclose Relevant Information</b></p> <p><b>Provision of False Information</b></p>	<p>Applicants are required to disclose all traffic, criminal and civil offences, and any other information which may reflect on their integrity or conduct to perform the duties of a police officer.</p> <p>Where there is evidence of a failure to disclose relevant information on the application form, medical questionnaire, supplementary information form, or at any other stage of the selection process, or where false or misleading information has been provided, the applicant should be advised that it will be assumed by the Integrity Committee that the action was deliberate unless the applicant can clearly demonstrate otherwise. To that end the applicant will be given an opportunity to provide a written response addressing the concern to the Integrity Committee.</p> <p>Applicants who <b>knowingly or deliberately</b> fail to disclose relevant information on the application form, medical questionnaire, supplementary information form, or at any other stage of the selection process are likely to be excluded from the selection process.</p> <p>An applicant who accidentally or inadvertently makes an error or omission may continue to be considered, but the matter is to be referred to the Integrity Committee for evaluation and determination based on the circumstances and gravity of the applicant's conduct.</p>
<p><b>Other Offences or Integrity Concerns</b> not included in above categories</p>	<p>The above categories include the more commonly occurring integrity issues from past experience. However, where an applicant has an offence or any other integrity issue not included in the above categories, an individual assessment should be made.</p> <p>Refer to the Integrity Committee for evaluation and determination based on the circumstances.</p>
<p><b>Multiple Integrity Issues</b></p>	<p>Where an applicant has integrity issues in two or more of the above categories, an overall assessment should be made, based on the overall pattern of conduct and gravity of the issues involved.</p> <p>Even though the gravity of each integrity issue when considered individually, may not be of a serious nature, the applicant's overall pattern of conduct may indicate unacceptable behaviour problems, and will warrant exclusion depending on circumstances and overall gravity.</p> <p>Refer to the Integrity Committee for evaluation and determination based on the circumstances.</p>

<p><b>Court Outcomes re Offences</b></p> <p><b>No Conviction Recorded</b></p> <p><b>Charged but not found guilty</b> <i>Nolle Prosequi</i></p>	<p>When assessing an offence committed by an applicant, the critical issue is whether the applicant was guilty of the offence, irrespective of whether or not a conviction was recorded.</p> <p>Whilst a decision by a Court not to record a conviction may be taken into account when determining the gravity of the offence, it does not indicate that the offence was not committed.</p> <p>Where an applicant has been charged with an offence but found not guilty, or where a Nolle Prosequi has resulted, the Integrity Committee required the available evidence regarding the alleged offence to be reviewed, and reaches its own conclusions regarding the applicant's standard of conduct.</p> <p>Where charges have undergone committal proceedings and committed to the Supreme Court, the Integrity Committee will take into account that the Magistrate had to be satisfied that the prima face case exists before committing the matter to the higher court.</p>
<p><b>Re-enlistees or lateral transfers</b> (former or serving police officers from other jurisdictions)</p>	<p>As well as consideration of the above criteria, a significant history of complaints as a Police Officer or adverse findings in relation to internal disciplinary inquiries will, in normal circumstances, result in exclusion.</p>