

# Pre-employment requirements

## Supervising Fisheries and Marine Officer (Investigator)

### Physical abilities

All Fisheries and Marine Officers (FMO) are required to successfully complete a physical abilities and swimming assessment prior to employment.

Should you be successful in progressing to this stage you will be required to complete a medical wellness declaration which may require GP sign-off regarding your capacity to undertake the physical and swim testing.

These assessments demonstrate your ability to carry out the duties of a FMO in an operational environment, and to ensure that any current or prior physical or medical conditions are not detrimental to the health, safety, and wellbeing of you and your colleagues.

The **physical abilities assessment** includes:

- Standing broad jump: Males must clear 1.9m; Females 1.55m. The jump must clear the measured distance using both feet at shoulder width apart, to a stationary landing on both feet.
- Multi-stage fitness test (Shuttle run/Beep Test): Males must achieve level 6.5; Females level 5.5.

Working at sea also requires you to demonstrate your ability to survive in the water and to help others who might be in distress.

The **swimming** assessment includes:

- Swimming 400 metres freestyle (no aids) in less than 12 minutes (without fins), with SWIM goggles.
- Towing an inert person for 100 metres with aids in less than 4 minutes (no assistance from the inert person).
- Free diving to 3 metres, retrieving and bringing a weight of 1.5 kilograms to the surface, and holding it there for 2 minutes.
- Free diving to 5 metres (or deepest available equivalent) with the aid of a mask and fins, retrieving an object from the bottom, swimming across the bottom with the object for 5 metres, and depositing it and returning to the surface.
- Treading water for 15 minutes with your hands (not arms) removed from the water for 2 minutes.

All physical and swimming assessments can be conducted with additional consideration of any particular sensitivities, such as gender or cultural requirements – just ask.

Successful applicants will need to attend a **pre-appointment medical assessment** which involves a medical examination conducted by a qualified medical practitioner, including

eyesight and colour vision (ISHIHARA) assessments to ensure you meet the requirements to hold relevant commercial marine safety qualifications.

### **Psychometric evaluation for suitability to the role**

All applicants are required to undertake psychometric assessment/s as part of the recruitment process to determine suitability for the role.

To be employed in the Serious Offences Unit (SOU), applicants must also meet additional psychological assessments to ensure suitability for the specialist nature of the role, including covert and undercover operations. This includes an in-person interview with a specialist occupational psychologist.

### **Integrity clearance**

All successful applicants must provide a current National Police Clearance. To be considered for a role in the SOU, you must also consent to undergo and satisfy a comprehensive integrity clearance with the WA Police. Integrity checking processes will also include providing consent to current and previous employers to release any information regarding any misconduct or breach of discipline.

### **On-call and flexibility**

FMOs employed in the SOU are subject to unique industrial provisions related to additional on-call and availability responsibilities for which they receive additional remuneration. These are detailed in the "*Department of Fisheries Agency Specific Agreement 2014*".