



AFP National Guideline on Detective designation

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1. Disclosure and compliance

This document is classified **UNCLASSIFIED** and is intended for internal AFP use.

Disclosing any content must comply with Commonwealth law and the [AFP National Guideline on disclosure of information](#).

Compliance

This instrument is part of the AFP's professional standards framework. The [AFP Commissioner's Order on Professional Standards \(CO2\)](#) outlines the expectations for appointees to adhere to the requirements of the framework. Inappropriate departures from the provisions of this instrument may constitute a breach of AFP professional standards and be dealt with under Part V of the [Australian Federal Police Act 1979](#) (Cth).

2. Acronyms

AFP	Australian Federal Police
NDREP	National Designation and Rank Endorsement Panel

3. Definitions

Detective - means a member of the AFP who is authorised to use the designation of Detective in accordance with this National Guideline.

Member - means an AFP employee in respect of whom a declaration under s. 40B of the Act is in force.

4. Authority

This guideline was created by the Commissioner using power under s. 37(1) of the [Australian Federal Police Act 1979](#) (Cth).

5. Introduction

This guideline outlines the policy and procedures to consider awarding, revoking and using the designation of Detective.

A member authorised to use the designation of Detective is recognised as possessing highly developed skills, competencies and experience as a criminal investigator. The status of Detective is achieved through a combination of experience and formal training and is designated in accordance with this National Guideline.

6. Policy

These Detective designation guidelines are primarily to provide a consistent procedure and fair framework for its award, use and revocation.

7. Applying for a designation

7.1 Applications for the designation of Detective must be lodged through AFP Learning and Development for the attention of the National Designation and Rank Endorsement Panel (NDREP).

7.2 All applicants will be required to submit a written application to the NDREP, of no longer than 2 pages, stating their claims against requirements 1 and 2 as well as the competencies and capabilities defined in requirement 3 of section 7.5.

7.3 AFP members, at or below the rank of Superintendent, considering applying for the designation of Detective are required to meet the competencies and capabilities as defined in paragraph 7.5 of this National Guideline.

7.4 In exceptional circumstances members who do not meet the requirements set out in paragraph 7.5, may still be eligible to apply, provided the member concerned is able to demonstrate equivalent relevant investigative experience and/or substantial completion of a relevant comparable training program.

7.5 The mandatory requirements which must be demonstrated in an application for the designation of Detective are as follows:

Requirement 1

Applicants must have completed at least 2 years cumulative investigative experience in the previous 3 years.

Documentation must be produced to support this requirement.

Requirement 2

Applicants must have successfully completed an AFP Investigators Training Program or an equivalent investigators course provided by or through an Australian policing service. Transitional arrangements in s. 9 of this guideline may exempt some members from this requirement.

Documentation must be produced to support this requirement.

Requirement 3

Applicants must have:

- achieved recognised investigative experience
- successfully completed accredited investigative training in accordance with AFP Learning and Development competencies
- the current capability to successfully undertake complex, serious and often protracted criminal investigations.

8. National Designation and Rank Endorsement Panel

The National Designation and Rank Endorsement Panel (NDREP) comprise:

- National Manager Human Resources (Chair)
- relevant Assistant Commissioners and National Managers.

The NDREP meets for an administrative assessment of the application to ascertain whether requirements in this guideline have been met. In exceptional circumstances, the NDREP may request a meeting with the applicant to seek further information about their claims.

The NDREP may consider any prior revocation of the applicant's Detective designation and the reasons for it.

The NDREP will assess applications and may recommend that an applicant be designated as a Detective.

Where an applicant is unsuccessful in their application, the NDREP will provide sufficient feedback to assist the applicant to address any issues which precluded the granting of the Detective designation. The unsuccessful member will be advised to discuss the issues with their team leader and will be eligible to reapply when the issues have been addressed.

The NDREP will convene as required.

9. Transitional provision

Noting that the designation of Detective has not been available to members operating outside of ACT Policing since 1994, transitional arrangements are required in order to 'back capture' members who would otherwise have been eligible for the designation of Detective. It is also noted that access to formal investigations training may not have been available from time to time during this period.

Notwithstanding s. 7 of this guideline, members may, due to deployment or limited access to appropriate investigator training programs, be eligible under this transitional provision to apply for the designation of Detective.

AFP members, at or below the rank of Superintendent, considering applying for the designation of Detective in accordance with this transitional provision are not required to meet requirement 2 above. All other requirements of s. 7 must be met for the application to be considered by the NDREP.

All members applying for the designation of detective are required to fulfil the competencies and capabilities as defined in requirement 3 above.

10. Awarding designation

Detective designations certificates will be signed by the Commissioner or delegate and presented to eligible members. Members must forward a copy of their signed certificate to the pay team for inclusion on their personal file.

11. Use of designation

Only AFP members who have been awarded and continue to hold their designation are entitled to use the title of Detective.

12. Revocation of designation

The AFP Commissioner or delegate may, in writing, revoke a member's designation of Detective. The member concerned must be advised of this by AFP Learning and Development and a copy of that advice forwarded to the pay team for inclusion in the member's personal file.

13. Further advice

Any queries relevant to the content of this guideline should initially be referred to Coordinator, Learning and Development.

14. References

- [Australian Federal Police Act 1979](#) (Cth)