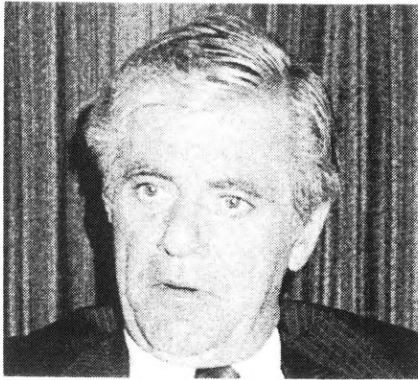


FED MEETS FEDS



• *FBI Deputy Assistant Director of Training, Mr Jim O'Connor.*

by Philip Castle

THE FBI aims at recruiting second career people by offering a starting salary of \$US25,000 a year, gets an average age recruit of 29, and has a huge waiting list, the FBI's Deputy Assistant Director of Training, Mr Jim O'Connor said.

He was in the first exchange of officers between the US Federal Bureau of Investigation and the Australian Federal Police and completed a six week visit to Australia in December last year.

He said the FBI aimed at recruiting university graduates aged between 23 and 35 years. Its typical agent recruits were professors, lawyers, accountants, linguists and computer scientists. About one in eight applicants was successful.

The Commissioner, Major General Ronald Grey, and the FBI Director, Judge William Webster, agreed to regular exchanges when they met at an Interpol Conference. Later Judge Webster came to Australia and that theme was reiterated.

Mr O'Connor said in Canberra: "I have visited some other police forces here but I am focussing on the Australian Federal Police. When I was in Victoria I visited the Commissioner, Mick Miller, who is a graduate of our national academy. He is the oldest national academy graduate in Australia. The focus of my visit has been to look at the thrust and similarities of the AFP and the FBI."

Mr O'Connor spent some time at the AFP's training colleges, travelled with the AFP's Officer Course to New Zealand, observed some of the AFP's operational work throughout Australia, and

visited the Victoria and New South Wales Police Forces.

His emphasis was to exchange information on investigation training methods, develop closer liaison, and identify common challenges.

Mr O'Connor, 49, holds BA and MA degrees from St John's University, New York, and a Ph.D from the Catholic University of America, Washington DC.

He taught English before joining the FBI as a Special Agent in 1965 and served in the Indianapolis, Indiana, and Charlotte, North Carolina, field offices before being assigned to FBI Headquarters.

In 1972 he taught communication arts at the new FBI Academy in Quantico, Virginia. In 1975 he went to the Twelfth Senior Command Course at Bramshill, the Police Staff College of England and Wales. In 1976 he was assigned to the Inspection Division at FBI Headquarters. After a stint at the FBI Academy as Academic Dean, in 1980 he was promoted to Deputy Assistant Director, second in command of the FBI's Training Division. He is responsible for all training of FBI and local criminal justice people offered by 2,000 Special Agent instructors assigned to the Bureau's 59 field offices.

Mr O'Connor is an active member of the Academy of Criminal Justice Sciences, the American Society of Criminology, the American Society for Industrial Security, the American Society for Training and Development, the Association of Federal Investigators, the Institute for Criminal Justice Ethics, the International Association of Chiefs of Police and the National Sheriffs Association.

About the FBI Academy, he said that it not only provided "training for the FBI but we co-ordinate drug enforcement training for the FBI Academy and we do a lot of significant training for State, County and local police. So in a given year we will run through the FBI Academy itself more than 10,000 people but now in terms of new agents, which would be our new recruits for the FBI in 1987, we expect to take in over 8,900 recruits who will complete training.

"We also undertake training for 450 drug enforcement officers, provide training for separate organisations such as the Drug Enforcement Agency and a significant amount of in-service training which would be specialised advanced professional training, investigations, particularly emphasising our priority areas, and we do a lot of highly technical forensic science training for State and regional laboratories. We do management and technical investigative training for State,

County, and local police and for police from overseas.

"I am responsible for all the administration, research and investigative research. The other deputy does the house-keeping and the catering, the hotel operation to provide for a couple of hundred people. I do some field work. I regularly inspect the field operations and keep in touch that way. I am a trainer and a manager actively assisting in investigations.

"The FBI does not have the uniform function such as the AFP. We are strictly an investigative agency. We are responsible for investigating government fraud, jurisdiction with the drug enforcement agency, enforcing the US drug laws, etc. so we have a lot of problems similar to the AFP.

"It is very similar; somewhat smaller but definitely the same role. Yours is a bit more complex. You are trying to train every new police officer to do community policing and then investigations. That is tougher than our role. We recruit people straight into the investigative agency.

"I am impressed with the dedication, professionalism and the training. I think we could have more exchanges. We have been looking to ensure we are focussing on what agents actually do, not what we in training think they do. The exchanges in this area should be of people with sufficient rank so they could have some influence in making changes.

"I have been surprised at the variety of functions which the AFP has, such as your coastal operations, which I looked at in Darwin and Cairns. Your jurisdiction is much broader than ours. For example witness protection in the US is handled by US Federal Marshals; counterfeit is handled by Treasury.

"I hope you learn to target organised criminals and to educate the population about narcotics and dangerous drugs — not just the supply side but the users. We have had some success making the dangers known with, for example, the wife of the President, Mrs Reagan, giving warnings. Unfortunately, some users seem more worried about the consequences of ratting on their suppliers than they do in telling the law. They fear the criminals more than the consequences of the law. Crack is now a significant problem in New York city. I don't know how far it is spreading. It is a synthetic drug.

"I would think law enforcement officers in the US believe the courts are soft on criminals. There are problems with the overcrowding of prisons, making judges reluctant sometimes to send criminals to prisons.

"There has been much more publicity,

even in entertainment recently, in the US about the rights of victims. There is legislation now in our books where victims are compensated. It is a bit ironic that the taxpayer compensates the victim when in fact it should be the criminal. In the US we have tried to take the profit out of crime by stopping criminals publishing books and making profits. Those moneys are given to compensate their victims.

"Confiscation of assets has been quite successful in the US. Not just the money but the assets in general such as vehicles, boats, aircraft. Some are used by our agents. In some cases there are real storage problems. If we can establish that a horse or property was purchased with those moneys which were used in the criminal enterprise then they are confiscated.

"The FBI has fewer than 10 per cent women with equal employment opportunity since 1972. We have about 800 women in the FBI of about 21,000 of whom about 9,000 are agents. The others are technical and support staff.

"Most stay, once they have embarked on their FBI career. We have an attrition rate at the college itself of about 5 per cent during the 15 weeks of training. In their first year they are on probation and in the first field office they are assigned to an experienced agent who has to certify that they have successfully performed their duties.

"We can offer a very worthwhile career. It's a well accepted professional position and they can expect to serve anywhere in the US. We have 59 field offices and 12 overseas posts one of which is Canberra. We don't have offices in every US state.

"We do have an FBI agency association. I don't think it is very similar to your Police Associations. It does not affect conditions in the same way. I understand lateral recruitment has been talked about and is being introduced in New Zealand where new officers are being taken in as Inspectors in their ranks.

"Your problems seem to be similar to ours but on a smaller scale. I see organised criminals presenting a threat very similar to a war threat. It's a war with the other side using very sophisticated techniques. But like the AFP the FBI has to justify its budget. If we need vehicles or computer or communication equipment we have to justify it and have to go through all the processes; the criminals don't have to worry too much about that."

WOMEN POLICE MEET

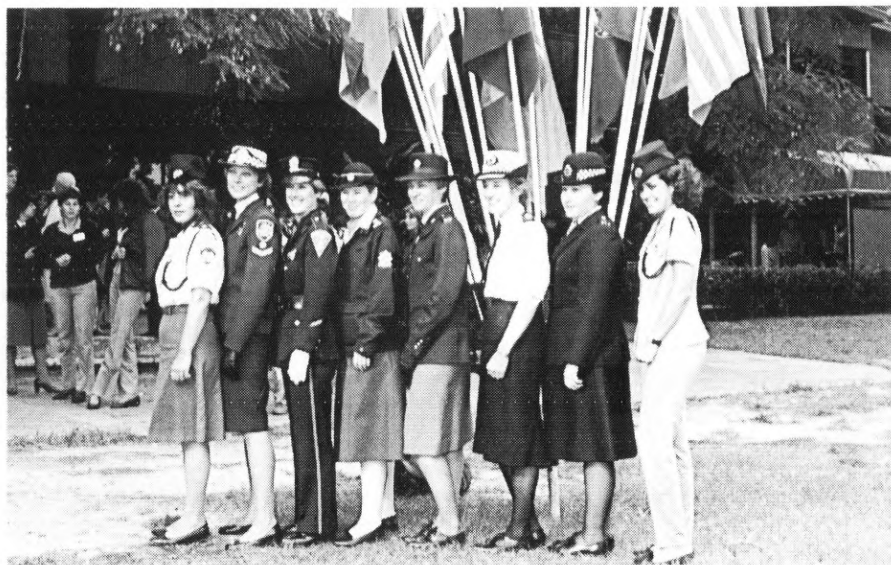
by Det. Senior Sergeant Joyce Walpole

DURING the period 2-7 November 1986 I represented the Australian Federal Police at the International Conference of Women Police at Tel Aviv, Israel. The conference was held under the auspices of the Israel National Police and the Municipality of Ramat-Gan, the native city of Yona Komeni, an Israeli police woman who died in the line of duty and in whose memory the conference was held.

Approximately 75 women and two men attended. Australia (1), Canada (3), Germany (1), New Zealand (1), South Africa (12), Switzerland (3), The Netherlands (17), England (2), Scotland (1) and USA (20) were represented, along with members of the Israel National Police.

The conference consisted of formal presentations, visits to various sections of the Israel National Police and accompanying Israeli Police on duty for an afternoon. The formal presentations related to the role of women in the various forces and in society, career development, and particular problems encountered. At the conclusion of formal addresses I volunteered a brief delivery on conditions and opportunities in the Australian Federal Police. Our industrial conditions were received with some amazement, particularly our long service leave, maternity leave, 38-hour week, penalty pay and overtime provisions. By way of comparison, Israelis work 12 hours per day, 6 days a week, without penalties or overtime, for \$500 per month. Rental costs are high and food prices are only slightly cheaper than Australia.

Visits included the Police Training Academy and various sections of Israel



Police Headquarters in Jerusalem. The academy visit included presentations on in-service training, canine drug detection (the cocker-spaniels were brilliant), and concealment of explosive devices. The Headquarters presentations included history and structure of the organisation, scientific facilities and internal security. The explosives and internal security were particularly interesting. Methods of concealment generally involved everyday items. Modified Porta-gas cylinders, hollow stacked egg cartons and car batteries made one a little nervous. In Tel Aviv alone, suspect packages provoke an average of 70 responses per day. Our security however was well catered for. On journeys out of Tel Aviv we were accompanied by armed Border Police, and gatherings at the conference venue were similarly patrolled.

The afternoon spent on duty with local police provided an excellent opportunity

Representatives (from left to right): Israel (new uniform), Australia, New Haven — U.S.A., Netherlands, South Africa, Scotland, Metropolitan Police — U.K., Israel.

for camaraderie and exchange of ideas. The Israelis were hardworking, humorous and keen to show us their facilities and expertise.

Most of the conference participants were dedicated professional police officers. The contact afforded interchange of views, ideas and experiences. It also provided an interesting insight into and understanding of the problems encountered by different police forces in their own environments.

The professional advantages derived, along with social enjoyment and camaraderie, made attendance at the conference well worth while.