



TFO Selection Process 2020

TFO Combined skills assessment (CSA)

You do not need any previous flight experience to do well during this process, in fact sometimes previous experience can give a candidate preconceived ideas of what is expected of them. We are looking for great people who can 'Police from the air'. This is the first 'look' at a candidate putting themselves forward for TFO selection.

Once successfully through shortlisting, the candidates are sent a set of generic material which they must study in preparation for their Combined skills assessment. In any case, prior to each assessment completed there is opportunity to ask questions and receive input to remind candidates of what is required.



A large number of the exercises are based upon the Ordnance Survey 1:50,000 Landranger series map so a candidate should try and become familiar with this type of mapping. We utilise this scale mapping within our aircraft (albeit electronically) so we also ask that they learn in advance the OS legend for the 50,000 scale mapping. Mapping and familiarity with all kinds of maps is an important part of learning to become a TFO.



There are a number of other exercises that you cannot prepare for and are very much around cognitive abilities. Similar tests of cognitive abilities you may have seen before in certain 'brain training' apps or Pilot testing apps. We are looking at your memory, your perception, and even knowing your left from your right in a variety of orientations. A test will also show a vehicle being followed by an NPAS aircraft which you must follow its progress on a street atlas marking locations where it stops. Sounds simple... give it a go!



Aptitude testing – RAF Cranwell

The National Police Air Service are proud to be associated with the Royal Air Force Officer and Aircrew Selection Centre, RAF Cranwell. As a result of this collaboration, we have a unique opportunity to use the expertise and facilities at RAF Cranwell to assist us with Cognitive ability assessments. The computer based aptitude tests have been designed by RAF psychologists after an in-depth job analysis of the role of TFO matching the demands of the modern cockpit environment you will be working in with your innate skills.



These tests look at the following areas

- Strategic task management
- Perceptual processing
- Short term memory and capacity
- Spatial reasoning
- Symbolic reasoning
- Central Information Processing
- Psychomotor skills (Hand eye coordination)

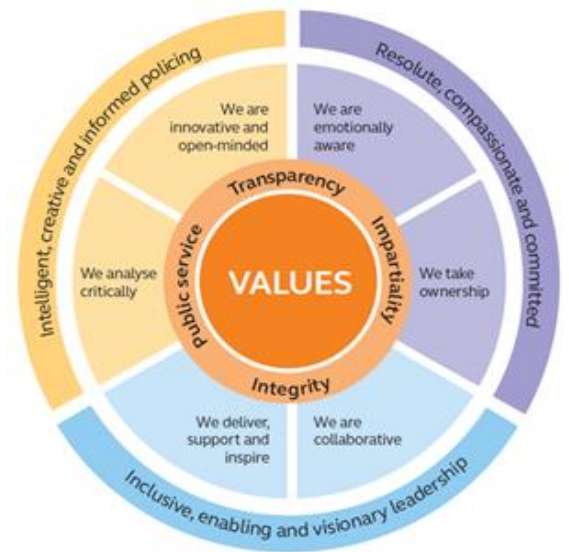
The best preparation for these tests is a good night sleep the night before, so you are fresh to the tests the following day. They are all computer based but you do not need to be a computer 'whizz' to be successful.

All tests are explained in your own time and are at your own pace. There is a Pass Mark and your individual score will be discussed with you by our TFO Training & Standards Manager who will explain their relevance and purpose. These are yours to keep as you receive a copy. You may learn something new about yourself! These tests do not tell us how good a TFO you could be (or are), it tells us your capacity to be trained with your in built level of cognitive skill to cope with the training to be delivered.



Competency & Values Framework (CVF) Interview

This is an interview with the TFO Training & Standards Manager, a Base Manager (normally from the base you wish to work at) and potentially a TFO Training Officer (TFTO). The majority of questions are based upon you and how you can evidence your performance against the framework. [Find out more on the College of Policing website](#)

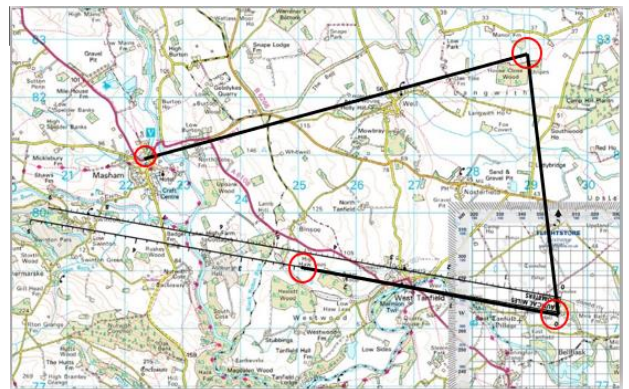


There is of course a NPAS specific question where the panel would like to know “What aircraft do we fly in NPAS, what equipment do they carry, and what are the benefits that aircraft bring to Policing?” This demonstrates what you know about our aircraft, our equipment, our service delivery, and wider benefits. Something to think about.....

TFO Initial Flight Assessment (IFA)

Contrary to popular belief you do not need to have flown in an aircraft to pass this assessment! Some of the best TFOs who have been through this process come with limited or no aviation background but are experienced operational Police Officers or Police Staff with an interest in Policing from the air!

In this assessment, we are assessing you and your interpersonal skills interacting with the Pilot and assessing staff on a flight consisting of a number of tasks in an NPAS Aircraft. The IFA has been designed to provide a relevant and context-based assessment, which allows candidates to demonstrate their technical and non-technical skills and abilities compared to those identified as essential on the application form, during the Combined Skills Assessment (CSA) in the live environment on simulated tasks.



The aim of the initial flight test (which will take place away from your local area) is to provide an accurate assessment of the candidate's capacity and suitability to move onto, and successfully complete, the Police Aviation Foundation Course (PAFC). This course is challenging and there is a limited amount of time for candidates to develop and demonstrate competence in the areas required. It is therefore essential that the IFA ascertains if, on the evidence observed and the experience of the assessor, the candidate is likely to be able to realistically meet the required standards of the PAFC in the time available.



In order to progress beyond IFA, all candidates must be considered suitable in both the technical and non-technical elements of the assessment. You will be fully debriefed on your performance and areas for development after the assessment. All specific information for each assessment undertaken is briefed separately with appropriate notice and preparation time.

Aviation Foundation Course (Module 1 & 2)

This is the also the final part of selection where a student TFO will be trained to operate safely in and around one of our fleet of helicopters. This is three weeks in duration and consists of one week of ground school studies looking at Safety on the ground, Safety in the air, principles of flight, weather, operations, fitness to fly regulations, principles of target identification and acquisition, and tactical navigation amongst other things .



Each course is hosted at any of our NPAS Bases and you will operate in a potentially unfamiliar area to where you would normally live and work.

Throughout the course. you will be operating as a 'crew' with another student TFO under the supervision and guidance of an experienced TFO Training Officer learning from your own and others mistakes and errors, but also learning good practice and Crew Resource Management skills where we teach you to get to a location, identify it and remain situationally and spatially aware throughout (most of the time).

The course requires you to demonstrate development and it is essential that you are able to reflect appropriately upon you own performance, taking



constructive feedback and acting upon it in this safety critical environment. You must be successful at AFC in order to progress to systems / operational conversion training which is delivered by experienced training staff back at your chosen base.

The principles and basic fundamental of being a TFO are required to pass onto this next level of training which is the Operational Conversion phase with some complex systems on simulated and live policing operations.

You will initially operate under supervision in the Sensor Operator position (Front left position in the Helicopter fleet), progressing later to Mission Commander training (Rear right seating position in the Helicopter feet) and full qualification within 12 month probation period. There is a slightly different operational conversion phase for fixed-wing qualification albeit Modules 1 & 2 are identical.