

Appendix B - Patrol Officer's Job Profile (Basic)

LIST OF KEY SKILL AREAS

1. Ethical and Professional Standards
2. Communication Skills
3. Patrol Skills - Community Policing & Crime Prevention
4. Patrol Skills – Arresting and Searching
5. Patrol Skills – Dealing with Incidents & Disputes
6. Patrol Skills – Road Traffic
7. Investigation Skills – Law and Procedures
8. Investigation Skills – Forensics
9. Investigation Skills – Intelligence, Trafficking and Drugs
10. Operational Skills – Use of Force Principles
11. Operational Skills – Pursuing and Searching Vehicles
12. Operational Skills – Use of Firearms
13. Operational Skills – First Aid & Safety

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

1. ETHICAL AND PROFESSIONAL STANDARDS
Summary
A KPS officer should be open and truthful in his/her dealings, discharging his/her duties with integrity impartiality, and never being improperly beholden to any person or institution. Moreover, a police officer takes pride in his/her work, presenting a positive image of the service by achieving high standards of punctuality, appropriate dress, physical fitness and personal hygiene.
Desired Character Traits
<ul style="list-style-type: none">▪ Maintains impartiality/fairness regardless of ethnic group, race, language, gender, age, sexual orientation, marital status and disability▪ Sensitive to the needs and feelings of others without compromising authority▪ Approachable and supportive to colleagues and others▪ Invests time to consult with others▪ Tactful in discussion, sensitive in use of language and ethnic references▪ Keeps his/her temper under control and is calm and confident under stress▪ Looks at a situation from other person's point of view▪ Keeps him/herself physically fit
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Knows and understands the functions of the police in a democratic society, as well as public perceptions of the police• Can define the main principles of the organization of a police service and the principles of leadership• Can identify some forms of police corruption, its causes, the harm caused by police corruption and the responsibility assumed by all law enforcement officers• Knows and understands the rules of discipline and policies regarding standards of conduct• Knows and understands the KPS policies regarding harassment, racism, sexism and ethnic bias• Knows and understands the KPS Policies regarding the use of intoxicants or drugs• Can explain the KPS policies under the Code of Ethics• Has an understanding of the KPS policies regarding information security• Can define the police Code of Ethics and the purpose of the Code• Can identify the key points within the applicable law on human rights and their relevance to a KPS officer• Can identify the fundamental human rights principles involved in police investigations• Can define the term "Gender Equality" and the means by which the KPS officer can ensure gender equality within the police service• Can outline the policies the KPS has in place to address the negative issues women face working in the police service
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

2. COMMUNICATION SKILLS
Summary
Listens attentively and creates a positive impact when communicating orally or in writing with colleagues and members of the public.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Speaks clearly and concisely ▪ An articulate, fluent and persuasive speaker and presenter ▪ Adapts communication style to suit needs of audience ▪ Listens attentively ▪ Asks probing questions and seeks to clarify to ensure full understanding ▪ Writes clearly, concisely and with a logical structure ▪ Written reports summarise the relevant and important points ▪ Uses correct grammar and spelling
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can define the reasons for keeping notebook records, as well as rules and procedures for making entries • Can explain the basic elements of communication, including effective listening, questioning and the barriers to communication • Can explain how officers should effectively deal with verbal abuse • Can demonstrate the completion of an initial police crime report • Can identify the purpose of an interview, some attributes of a good interviewer and an effective interviewing process • Can outline some elements in planning, preparing, opening, conducting, concluding and evaluating an interview • Can state special considerations when interviewing a victim, as well as emotional and physical reactions victims may suffer after a critical event • Can demonstrate the ability to interview a witness and a suspect in a staged scenario, as well as make written records
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

3. PATROL SKILLS - COMMUNITY POLICING & CRIME PREVENTION
Summary
The following traits, tasks and activities have been identified as those which an officer needs to be capable of undertaking prior to embarking on independent patrol.
Desired Character Traits
<ul style="list-style-type: none">▪ Interested in work and accepts unpleasant tasks without complaint▪ Perseveres when faced with setbacks▪ Keeps his/her professional knowledge up-to-date▪ Volunteers for work and generates part of his/her own workload▪ Requests work which extends his/her experience or offers new challenges▪ Seeks to achieve the goals and targets set by supervisor(s)▪ Monitoring progress in achieving personal targets▪ Plans and organises his/her workload▪ Strives to meet deadlines
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can summarise the current crime situation in Kosovo according to statistical data• Can list important patrol objectives, responsibilities, and sources of information within a given patrol area• Can list some methods whereby patrol officers can prevent crime• Can demonstrate effective use of a police radio and communication with the “control centre”;• Can demonstrate the ability to use a map and self-orient in varied terrain• Can identify terms associated with human diversity, types of racism, methods of building trust and bridging cultural barriers• Can state the main police responsibilities when working in a multi-ethnic society, as well as methods by which the police can improve relations between ethnic minorities and themselves• Can identify key provisions in the agreed law on “hate crimes”, as well as special investigative provisions in relation to such crime• Can differentiate between “police force” and “police service”, and define ‘Community Policing’• Can identify certain principles associated with Community Policing and the stages in a Problem-Solving Model for Community Policing• Can define ‘Crime Prevention’, its benefits and key strategies
Notes on performance criteria: The character traits are assessed by the student’s class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

4. PATROL SKILLS - ARRESTING AND SEARCHING
Summary
The following tasks and activities have been identified as those which an officer needs to be capable of undertaking prior to embarking on independent patrol.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Makes decisions that are devoid of personal bias in terms of race, ethnic group, language, gender, age, sexual orientation, marital status and disability ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational and impartial under pressure ▪ Comes to decisions within time constraints ▪ Takes full responsibility for decisions ▪ Revises and amends decisions in the light of subsequent information ▪ Thinks through the consequences of his/her actions ▪ Avoids anticipated problems through timely interventions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can define the powers of arrest under the Provisional Criminal Procedure Code of Kosovo • Can state the rights of arrested and detained persons under the applicable law • Can identify considerations when escorting or transporting arrested persons • Can define procedure for handcuffing as outlined in KPS Policy • Can identify the primary parts of the handcuff and demonstrate how each of these parts operates • Can demonstrate proper handcuff placement and methods of proper speed cuffing in the standing, kneeling and prone positions • Can demonstrate the proper procedures associated with executing a High Risk Arrest • Can demonstrate the placing and removal of handcuffs with a non-compliant prisoner • Can list some circumstances in which an officer can search a building without a warrant • Can identify some forms of communication and techniques used during building searches • Can describe the basic entry procedures and techniques when entering a building for a search • Can demonstrate the proper procedure and techniques for conducting a search of a building • Can define the legal basis for searching a person under the Procedure Code
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

5. PATROL SKILLS - DEALING WITH INCIDENTS & DISPUTES
Summary
The following tasks and activities have been identified as those which an officer needs to be capable of undertaking prior to embarking on independent patrol.
Desired Character Traits
<ul style="list-style-type: none">▪ Makes decisions that are devoid of personal bias in terms of race, ethnic group, language, gender, age, sexual orientation, marital status and disability▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information and personal experience▪ Quickly and accurately assimilates information and applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational and impartial under pressure▪ Comes to decisions within time constraints and takes full responsibility for decisions▪ Thinks through the consequences of his/her actions▪ Avoids anticipated problems through timely interventions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can list some possible hazards and strategies involved in responding to an incident• Can define the term 'observation' and techniques for improving perceptions, observations and physical stance when dealing with a suspect• Can define basic terms, skills and techniques related to conflict management and dispute intervention and mediation, as well as factors that affect an officer's ability to handle crisis situations• Can describe the basic provisions of the applicable law that relate to Domestic Violence, including Protection Orders and obligations on the police• Can define the initial action and investigative procedures at the scene of a Domestic Violence offence, as well as the procedures for interviewing suspects, victims, and witnesses in Domestic Violence offences• Can identify the primary police actions when dealing with violent or emotionally disturbed suspects, as well as when dealing with barricaded suspect/ hostage situations• Can define the key terms associated with major incidents and the primary police duties during a major event• Can describe the appropriate procedure when responding to a bomb threat and upon discovery of a suspected explosive device• Can identify the key provisions of the applicable law in respect of public order offences, as well as the legal obligations of citizens to ensure public peace and order• Can define the key terms associated with major incidents and the primary police duties during a major event• Can identify key tasks when involved in a foot pursuit• Can list procedures for handling a crowd or riot and dealing with civil disturbances• Can demonstrate how to properly wear the helmet, and hold the baton and shield• Can demonstrate knowledge of crowd control formations and state police survival skills to maximize personal safety
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

6. PATROL SKILLS – ROAD TRAFFIC
Summary
The following tasks and activities have been identified as those which an officer needs to be capable of undertaking prior to embarking on independent traffic patrol.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information and personal experience ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational and impartial under pressure ▪ Comes to decisions within time constraints ▪ Takes full responsibility for decisions ▪ Thinks through the consequences of his/her actions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can identify reasons for police response to traffic accidents and essential information gathered during a traffic accident investigation • Can describe the initial police response at the scene of a fatal traffic accident and a 'Hit and Run' accident • Can define the basic factors that should be examined when trying to determine the possible causes of an accident, as well as the recording of data and evidence • Can demonstrate the basic hand signals, proper techniques for directing traffic at intersections with signals and proper use of a whistle when directing traffic • Can state police competencies and procedures in relation to minor traffic offences • Can differentiate between mandatory and non-mandatory traffic tickets • Can demonstrate use of the standard a Traffic Ticket Form and its completion • Can state the key provisions of the applicable law on the falsification of documents • Can list the main characteristics of the Serbia and Montenegro Passport, UNMIK travel document, UNMIK ID card and Serbia and Montenegro ID card • Can describe the investigative procedure for forged documents • Can list the minimum features of a Travel Document that can be checked • Can identify the main characteristics of a driver's licence, car registration document and the Vehicle Identification Number (VIN) • Can outline the procedure for pursuit of a suspect vehicle, as provided in KPS Policies • Can identify reasons to terminate a vehicle pursuit and define techniques that can be used to force a suspect vehicle to stop during a pursuit • Can demonstrate the proper technique for forcing suspect(s) from a vehicle after a vehicle pursuit • Can identify tasks to carry out when involved in a foot pursuit and the risk factors, considerations and techniques associated with vehicle stops.
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

7. BASIC INVESTIGATION SKILLS – LAW AND PROCEDURES
Summary
The following skills and abilities have been identified as those that an officer requires in order to engage in basic criminal investigations.
Desired Character Traits
<ul style="list-style-type: none">▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information and personal experience▪ Quickly and accurately assimilates information▪ Applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational and impartial under pressure▪ Comes to decisions within time constraints▪ Takes full responsibility for decisions▪ Thinks through the consequences of his/her actions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can describe the basic characteristics of the criminal prosecution and investigation system of Kosovo, and identify its key legal documents, key players and the stages in the prosecution process• Can explain the basic principles of criminal liability, the types of court, their competency, and the role of the Pre-Trial Judge, Prosecutor and the police in a criminal investigation and prosecution• Can describe the provisions relating to searching persons and property, as well as those for seizing potential evidence• Can define the main steps in the initiation and termination of a criminal investigation• Can identify the requirements for crime reports in the applicable law and UNMIK procedures, as well as other guidance criteria• Can identify some police considerations regarding the protection for victims• Can identify the key elements of theft, theft with force, aggravated theft and robbery• Can describe the types of robbery and the principles of investigating theft and robbery• Can follow the correct procedure for investigating theft, theft with force, aggravated theft and robbery• Can demonstrate investigation procedures through practical exercises• Can demonstrate the investigation of an auto crime investigation, including witness interview, examination of the crime scene and writing a crime report
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

8. BASIC INVESTIGATION SKILLS - FORENSICS
Summary
The following tasks and activities have been identified as those that an officer requires in order to engage in the forensic aspects of criminal investigations at a basic level.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information and personal experience ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational and impartial under pressure ▪ Comes to decisions within time constraints ▪ Takes full responsibility for decisions ▪ Thinks through the consequences of his/her actions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can identify the procedure for the initial response at a crime scene, including the safety of officers and the public, provision of medical attention to injured persons, protection of the crime scene • Can describe the procedure for defining and controlling the boundaries of a crime scene, as well as providing a detailed crime scene briefing to the investigator(s) in charge of the scene • Can demonstrate the correct procedure for crime scene management • Can define the term "evidence", "chain of custody" and some items of information required to be included on an evidence label or tag • Can explain the importance of and collection procedures for blood and semen residues, as well as samples of human hair, fibres, glass, paint, flammable fluids, tool marks, ballistics and other firearms evidence • Can summarise the legal provisions in respect of the collection of body samples from witnesses and suspects • Can define the basic patterns found in fingerprints and the term, "latent fingerprint" • Can demonstrate the procedure for taking finger and palm impressions • Can describe some categories of footwear evidence, and the means by which footwear prints can be documented, lifted, and preserved • Can describe some methods whereby tyre impressions can be documented, lifted, and preserved • Can describe the initial action and investigative procedures at the scene of a suspected rape or sexual assault • Can identify the procedures for accompanying a sex offence victim to the hospital and while at the hospital • Can describe the general procedures for interviewing suspects, victims, and witnesses in sexual offences
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

9. INVESTIGATION SKILLS – INTELLIGENCE, TRAFFICKING & DRUGS
Summary
The following tasks and activities have been identified as those that an officer requires in relation to intelligence gathering, anti-trafficking and drugs' investigation at a basic level, prior to independent patrol.
Desired Character Traits
<ul style="list-style-type: none">▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information▪ Quickly and accurately assimilates information▪ Applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational and impartial under pressure▪ Comes to decisions within time constraints▪ Takes full responsibility for decisions▪ Thinks through the consequences of his/her actions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can define the term "criminal intelligence", "informant", some targets of intelligence gathering, intelligence gathering principles, sources of legal criminal intelligence• Can state the main benefits, limitations and dangers for the police in making use of informants and criminal intelligence• Can describe the methods and skills employed by police to recruit, develop and control informants• Can define the main elements of the offences of human trafficking under the Provisional Criminal Code of Kosovo• Can explain the phases of the trafficking process, the methods that can be used to secure trafficking evidence and the procedures for dealing with trafficking victims• Can state the basic provisions of the applicable law in relation to the unlawful use, sale and distribution of drugs in Kosovo• Can identify the key categories, characteristics and names of misused drugs, as well as their effect on the human body• Can define the legal provisions and procedures for searching persons and property for prohibited drugs• Can demonstrate the conduct of a lawful search of a person and a building for drugs
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

10. OPERATIONAL SKILLS - USE OF FORCE PRINCIPLES
Summary
The following skills and abilities have been identified as among those a KPS officer requires prior to embarking on independent patrol.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational and impartial under pressure ▪ Comes to decisions within time constraints ▪ Takes full responsibility for decisions ▪ Thinks through the consequences of his/her actions
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can define the term 'stress', its causes and effects, the basic elements of managing stress, and the meaning of positive and negative stress • Can define the term "force", as provided by the Regulation on the KPS and the circumstances wherein an officer is authorised to use force • Can cite some factors that have an impact on the type of resistance an officer may encounter • Can identify the levels of resistance a police officer may face and the types of response or resistance an officer may use • Can identify the Tactical Principles, the basic survival skills, and the different levels of awareness along the States of Awareness Continuum • Can define "soft empty hand control techniques" and the level of subject resistance to which these techniques apply • Can demonstrate an understanding of controlling potentially aggressive subjects from the Escort Position by applying the Transport Wrist Lock and the Straight Arm Take Down • Can demonstrate the basic concepts of Balance and Positioning • Can define the Hard Empty Hand Control method and explain the level of the subject's resistance • Can state and demonstrate an understanding of the fluid shock wave principle • Can list and indicate the human anatomy relating to the primary, secondary, and last resort target areas for striking techniques • Can list and demonstrate the basic defensive block manoeuvres, escape techniques, the primary defensive hand counter strikes and the primary leg counter strikes • Can identify the key considerations when encountering suspects and define the term, "officer survival" and some fatal errors that may kill a police officer • Can list the primary responsibilities for both the "primary" and "support" units when responding to a crime in progress, as well as tactical considerations when responding to a crime in progress • Can list the ways officers can reduce personal danger during ambushes
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

11. OPERATIONAL SKILLS – PURSUING & SEARCHING VEHICLES
Summary
The following skills and abilities have been identified as those that an officer requires in order to safely engage in vehicle pursuits and searches, prior to independent patrol.
Desired Character Traits
<ul style="list-style-type: none">▪ Carefully considers and avoids actions that might result in injury to him/herself or others▪ Takes full responsibility for decisions▪ Thinks through the consequences of his/her actions▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information, regardless of the source▪ Quickly and accurately assimilates information▪ Applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational, calm and impartial under pressure▪ Comes to decisions within time constraints
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can demonstrate how to remove a non-compliant suspect from a vehicle• Can state the proper distance that should be maintained between the patrol vehicle and suspect vehicle during a standard stop• Can demonstrate the proper position for the patrol vehicle, Contact officer and Cover officer during a High Risk stop• Can demonstrate the proper procedure for suspect extractions by both the Contact and Cover officer• Can demonstrate the role of Cover/Contact officer in searching a suspect vehicle• Can identify considerations for preparing for a vehicle search, areas of a vehicle to be searched, and the proper procedure for searching luggage, boxes and containers found inside vehicles• Can demonstrate the proper procedure for searching items belonging to children, dealing with dogs, and searching motorcycles• Can identify points of comparison between vehicle registration numbers on documents with numbers found on/in vehicles• Can outline the procedure for pursuit of a suspect vehicle, as provided in KPS Policies and Procedures, including key reasons to terminate a vehicle pursuit• Can define important techniques that can be used to force a suspect vehicle to stop during a pursuit• Can demonstrate the proper technique for forcing suspect(s) from a vehicle after a vehicle pursuit
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

12. OPERATIONAL SKILLS - USE OF BATONS & PEPPER SPRAY
Summary
The following skills and abilities have been identified as those that an officer requires in order to safely use the extendable baton and pepper spray, prior to independent patrol.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Carefully considers and avoids actions that might result in injury to him/herself or others ▪ Takes full responsibility for decisions ▪ Thinks through the consequences of his/her actions ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information, regardless of the source ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational, calm and impartial under pressure ▪ Comes to decisions within time constraints
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can identify the component parts of the extendable baton and maintenance • Can identify the target zones on the body and the strike areas of the baton, as well as the 40/10 theory and the 90% rule • Can demonstrate how to open the baton, the interview and combat stance, closed mode strikes, the components which must be in place when a baton strike is delivered • Can demonstrate baton retention techniques, how to close the baton correctly and the ability to take a subject to the ground with the baton • Can define where the use of pepper spray lies in conflict resolution theory • Can identify target areas for pepper spray • Can demonstrate some practical deployment techniques for the most effective use of pepper spray • Can describe the effects and viability of the pepper spray • Can demonstrate decontamination measures for pepper spray, as well as physical control and arrest techniques on a person exposed to the spray • Can define the medical implications of pepper spray exposure in a person, including excited delirium and positional asphyxia • Has undergone mild exposure to pepper spray and has a practical understanding of the effects and the decontamination procedure
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four-point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

13. OPERATIONAL SKILLS - USE OF FIREARMS
Summary
The following skills and abilities have been identified as those that an officer requires prior to being initially authorised to carry a firearm.
Desired Character Traits
<ul style="list-style-type: none">▪ Demonstrates a good knowledge of the use of force laws▪ Uses communication skills effectively▪ Demonstrates the ability to make decisions under pressure▪ Handles the weapon safely and correctly at all times▪ Carefully considers and avoids actions that might result in injury to him/herself or others▪ Takes full responsibility for decisions▪ Thinks through the consequences of his/her actions▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information, regardless of the source▪ Quickly and accurately assimilates information▪ Applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational, calm and impartial under pressure▪ Comes to decisions within time constraints
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can demonstrate the ability to release an offender's grip on an un-holstered firearm and the ability to defend against an offender's attempt to grab a holstered firearm• Can state the Cardinal Rules of Firearms Safety and the limitations of police handguns• Can demonstrate proper placement of equipment on the utility belt and identify the KPS firearm and its component parts• Can demonstrate assembly of the Glock 19, its functioning, and its safe handling• Can demonstrate the fundamentals of marksmanship through dry fire practice and "draw stroke"• Can define the levels of force and that the ultimate use of force is the firearm• Can demonstrate appropriate force in a given situation• Can demonstrate loading and unloading, tactical and emergency reloading, high and low kneeling positions and malfunction clearance procedures using the Glock handgun• Can demonstrate basic shooting skills and accuracy in standing position at assigned distances• Can demonstrate the ability to fire the weapon from the low ready, holstered and standing position• Can demonstrate firearms skills and accuracy in aimed standing positions at assigned distances, with timed and non-timed loading and firing drills
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

13. OPERATIONAL SKILLS - USE OF FIREARMS (CONT)
Summary
The following skills and abilities have been identified as those that an officer requires prior to being initially authorised to carry a firearm.
Desired Character Traits
<ul style="list-style-type: none"> ▪ Demonstrates a good knowledge and understanding of the use of force laws ▪ Uses communication skills effectively ▪ Demonstrates the ability to make decisions under pressure ▪ Handles the weapon safely and correctly at all times ▪ Carefully considers and avoids actions that might result in injury to him/herself or others ▪ Takes full responsibility for decisions ▪ Thinks through the consequences of his/her actions ▪ Gathers the relevant and necessary information ▪ Checks for accuracy and validity of information, regardless of the source ▪ Quickly and accurately assimilates information ▪ Applies knowledge and experience wisely ▪ Seeks advice from others when and where appropriate ▪ Remains rational, calm and impartial under pressure ▪ Comes to decisions within time constraints
Verified Cognitive and Practical Skills
<ul style="list-style-type: none"> • Can demonstrate the physical skills required to deal with simulated scenarios • Can demonstrate good communication skills and operational skills relating to the scenarios • Can identify techniques for low-light situations, flashlight techniques, the importance of using Ballistic Cover and can demonstrate the correct techniques for shooting from the dominant and non-dominant sides of Ballistic Cover • Can state the procedures for engaging multiple targets • Can state the reasons and limitations of weapon maintenance • Can demonstrate the ability to strip and assemble the weapon for cleaning and basic maintenance • Can demonstrate the physical and judgmental decision skills required to deal with simulated scenarios • Can demonstrate the ability to deal with a simulated scenario that requires weapon discharge • Can demonstrate the ability to deal with a simulated scenario that does not require weapon discharge • Can demonstrate firearms skills and accuracy in aimed standing positions at assigned distances, loading and firing times, with scoring inside the 8 -ring only • Can demonstrate marksmanship proficiency by achieving a score of 80% on the evaluation course
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.

APPENDIX B - PATROL OFFICER'S JOB PROFILE (BASIC)

14. OPERATIONAL SKILLS - FIRST AID & SAFETY
Summary
The following skills and abilities have been identified as those that an officer requires in relation to First Aid and mine awareness, prior to independent patrol.
Desired Character Traits
<ul style="list-style-type: none">▪ Carefully considers and avoids actions that might result in injury to him/herself or others▪ Takes full responsibility for decisions▪ Thinks through the consequences of his/her actions▪ Gathers the relevant and necessary information▪ Checks for accuracy and validity of information, regardless of the source▪ Quickly and accurately assimilates information▪ Applies knowledge and experience wisely▪ Seeks advice from others when and where appropriate▪ Remains rational, calm and impartial under pressure▪ Comes to decisions within time constraints
Verified Cognitive and Practical Skills
<ul style="list-style-type: none">• Can identify the key elements of officer safety at emergency situations• Can identify the main responsibilities of the police in relation to first aid• Can define the initial survey procedure at an emergency scene• Can demonstrate the proper procedure for rescue breathing, cardiopulmonary resuscitation (CPR), and the proper procedure for the choking victim (abdominal thrusts)• Can describe the procedure for assessing a victim's complete state, the procedure for stopping bleeding, and the procedure for treating shock• Can demonstrate the procedure for applying dressings to various parts of the body• Can demonstrate the procedures for treating bone, joint and muscle injuries• Can list the signs and symptoms for at least three (3) medical emergencies and their correct treatment• Can demonstrate some methods for moving victims• Can list the three (3) elements, or sides, of the Survival Triangle• Can define the important messages or themes in relation to mine awareness safety• Can state the primary types of mines and the characteristics and effects of each• Can describe the characteristics of Unexploded Ordinance (UXO) and Booby Traps• Can demonstrate an ability to recognise areas that are likely to be mined, and identify "clues" that indicate the presence of mines• Can outline KPS procedures in safe and unsafe areas in relation to mines• Can identify the means by which KPS officers can protect themselves and others from mine-related harm
Notes on performance criteria: The character traits are assessed by the student's class instructor and, later, by his/her tutor officer on a four- point scale, from unsatisfactory to very good. The cognitive skills are assessed in a series of formal exams, each requiring a pass mark of 70%.