



Pacific Islands Fisheries Evidence Training & Investigation Course

National Fisheries College, Kavieng
New Ireland Province, PNG
6 – 24 August 2007



Course Evaluation & Recommendations



PACIFIC ISLANDS
OCEANIC FISHERIES MANAGEMENT



FFA



Government of South Australia
Primary Industries and Resources SA

TABLE OF CONTENTS

1.	EXECUTIVE SUMMARY	1
	1.1 <i>Course Objectives</i>	2
	1.2 <i>Course Outcomes</i>	3
	1.3 <i>Course Content</i>	3
	1.4 <i>Selection Criteria</i>	3
	1.5 <i>Assessment Methodology</i>	5
	1.6 <i>Assessment Outcomes</i>	5
	1.7 <i>Participants Course Evaluation Summary</i>	5
	1.8 <i>Facilitators' Comments</i>	7
	1.9 <i>Facilitators' Recommendations</i>	9
2.	APPENDIX 'A' - Course Participants	10
3.	APPENDIX 'B' – Course Syllabus	11
4.	APPENDIX 'C' - Participant Evaluation Analysis	14

Pacific Islands Fisheries - Evidence Training & Investigation Course

1. EXECUTIVE SUMMARY

Title:	Pacific Island Fisheries - Evidence Training & Investigation Courses Certificate III Seafood Industry (Fisheries Compliance)
Delivery Organisations:	1. Australian Fisheries Academy 2. PIRSA Fisheries Services
Course Sponsors:	1. Pacific Islands Forum Fisheries Agency (FFA) 2. Secretariat of the Pacific Community (SPC) 3. Pacific Islands Oceanic Fisheries Management
Duration:	120 contact hours facilitated over 15 delivery days
Course Facilitators:	Peter DIETMAN LLB, Adv. Dip PS (Inv), Cert IV (A&WT) Training & Development Coordinator PIRSA Fisheries Phillip STANLEY Dip SI (Fish Comp) Cert IV (A&WT) Manager Business Services PIRSA Fisheries
Venue:	National Fisheries College Kavieng, New Ireland Province PAPUA NEW GUINEA
Number of Participants:	Sixteen (16) (15 males / 1 female)
Participants:	Refer to Appendix 'A' - Course Participants
Selection Criteria:	The selection of participants was facilitated independently of the Course Facilitators by FFA
Participant Agencies:	<ul style="list-style-type: none"> ➤ Cook Islands Maritime Division ➤ Fed. States of Micronesia Maritime Surveillance ➤ Fiji Ministry of Fisheries ➤ Kiribati Ministry of Fisheries & Marine Resource ➤ Nauru Fisheries & Marine Authority ➤ Niue Department of Fisheries ➤ Palau Division of Marine Law Enforcement ➤ PNG National Fisheries Authority ➤ Republic of Marshal Islands Maritime Wing ➤ Samoa Ministry of Agriculture & Fisheries ➤ Solomon Islands Ministry of Fisheries ➤ Tokelau Department of Fisheries ➤ Tonga Ministry of Fisheries ➤ Vanuatu Department of Fisheries

Pacific Islands Fisheries - Evidence Training & Investigation Course

1.1 Course Aims & Objectives:

The Seafood Industry Training Package (SITP) was endorsed in 2000 and since then has been the basis of vocational education and training for the seafood industry in Australia. It incorporates all activities relating to Commercial Fishing, Aquaculture, Seafood Processing & Distribution and Fisheries Compliance.

The Fisheries Compliance stream of the SITP incorporates qualifications from Certificate II up to Diploma and forms the framework for the training & development of Fisheries Officers in Australia. The Fisheries Compliance stream competencies are reviewed constantly and emerging needs are identified through a nationally represented Training Sub committee.

The Pacific Islands Fisheries Evidence Training & Investigation Course is based on units of competency from the Australian nationally accredited Certificate III in the Seafood Industry (Fisheries Compliance). This qualification is the recognised minimum requirement for all Fisheries Officers in Australia.

The units are specifically designed for fisheries compliance operations and cover the areas of.

- Fisheries management principles and legislation
- Monitoring fish catches
- Undertaking patrol operations including methods and resources
- Investigation techniques
- Gathering evidence/note taking
- Chain of evidence
- Interviewing and statement taking
- Brief preparation
- Court procedures

Many of the units of competency concentrating on investigation, evidence gathering and court procedures have been adopted from units used by Australia Police Forces to train their officers and have been modified to reflect the context of the roles undertaken by Fisheries Officers.

The course is competency based and focussed on first providing participants with the knowledge and information and followed on with the opportunity to apply that learned knowledge in a practical paradigm.

Pacific Islands Fisheries - Evidence Training & Investigation Course

<p>1.2 Course Outcomes:</p>	<p>To prepare Pacific Island Fisheries Officers to:</p> <ul style="list-style-type: none"> ➤ assist in the management of Pacific Island marine resources ➤ Develop an understanding of the evidentiary requirements of the Criminal Justice System ➤ Implement effective investigation planning strategies and techniques to ensure best practice for the detection and investigation of fisheries offences. ➤ Provide participants with the opportunity to achieve components of the Certificate III Seafood Industry (Fisheries Compliance) ➤ Provide a pathway to develop further qualifications in the Seafood Industry Training Package 																				
<p>1.3 Course Content:</p>	<p>The course content was tailored to provide the learning and subsequent assessments required to enable participants to achieve qualification in the following competencies of the Certificate III Seafood Industry (Fisheries Compliance) stream:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">PUALAW003A</td> <td>Give evidence in a judicial or quasi-judicial setting</td> </tr> <tr> <td>PUAPOL004A</td> <td>Gather, collate and record information</td> </tr> <tr> <td>PUAPOL005A</td> <td>Use and maintain operational equipment</td> </tr> <tr> <td>PUAPOL006A</td> <td>Facilitate effective communication in the workplace</td> </tr> <tr> <td>PUAPOL009A</td> <td>Assist in the judicial process</td> </tr> <tr> <td>PUAPOL0010A</td> <td>Perform administrative duties</td> </tr> <tr> <td>PUAPOL0011A</td> <td>Manage own professional performance</td> </tr> <tr> <td>SFICOMP302B</td> <td>Exercise compliance powers</td> </tr> <tr> <td>SFICOMP308B</td> <td>Monitor fish catches for legal compliance</td> </tr> <tr> <td>SFICOMP3014B</td> <td>Undertake patrol operations</td> </tr> </table> <p>To provide for the required learning and knowledge assessments the following sessions were facilitated:</p>	PUALAW003A	Give evidence in a judicial or quasi-judicial setting	PUAPOL004A	Gather, collate and record information	PUAPOL005A	Use and maintain operational equipment	PUAPOL006A	Facilitate effective communication in the workplace	PUAPOL009A	Assist in the judicial process	PUAPOL0010A	Perform administrative duties	PUAPOL0011A	Manage own professional performance	SFICOMP302B	Exercise compliance powers	SFICOMP308B	Monitor fish catches for legal compliance	SFICOMP3014B	Undertake patrol operations
PUALAW003A	Give evidence in a judicial or quasi-judicial setting																				
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SFICOMP302B	Exercise compliance powers																				
SFICOMP308B	Monitor fish catches for legal compliance																				
SFICOMP3014B	Undertake patrol operations																				

Pacific Islands Fisheries - Evidence Training & Investigation Course

- Communications Skills
- Problem Solving
- International Laws, Conventions & Treaties
- Regional & Sub Regional Agreements
- Criminal Justice System
- Burden of Proof
- Statutory Interpretation
- Elements of a Crime
- Complicity (Parties to a Crime)
- Laws of Evidence
- Suspect Identification
- Fisheries Officers Powers & Authorities
- Arrest & Detention
- Suspect's Rights
- Original Notes
- Note Taking
- Crime Scene Management
- Exhibit Management
- Searching Vessels
- Investigative Interviewing
- Statement Taking
- Statement Writing
- Planning Interviews
- Suspect Interviews
- Structured Investigations
- Investigation Plans
- Tactical Operation Orders
- Briefings & Debriefings
- Patrol Operations
- Monitoring Fish Catches
- Giving Evidence

To provide for the participants with the opportunity to demonstrate and be assessed on their ability to practically apply their acquired knowledge and learning the following Practical Exercises (Practex) were facilitated:

- Team Building Exercises
- Powers & Authorities Presentations
- Note Taking Practex
- Crime Scene & Exhibit Management Practex
- Statement Taking Practex
- Suspect Interview Practex
- Investigation Planning Practex
- Tactical Operation Practex
- Briefing & Debriefing Practex
- Applied Investigation Practex
- Patrol Operations Practex
- Monitoring Fish Catch Practex
- Court Practex

Refer to **Appendix 'B' - Course Syllabus.**

Pacific Islands Fisheries - Evidence Training & Investigation Course

1.5. Assessment Methodology	<p>A holistic competency based assessment methodology was adopted across all phases of the course.</p> <p>During the delivery of the theoretical sessions all participants were assessed on their ability to display a level of understanding of the material delivered through plenary group discussions, 'Viva Voca' appraisals and self prepared oral presentations.</p> <p>In addition, a series of topic related practical exercises (Practex) were facilitated to assess participant's level of understanding and competency. In each of the Practex, the participants were assessed against the core competencies outlined in each of the units.</p>
1.6 Assessment Outcomes	<p>Of the sixteen (16) participants who commenced the course fifteen (15) were able to demonstrate a level of understanding and an ability to apply that knowledge in a practical application to achieve a rating of 'COMPETENT' for each of the assessable units of competency.</p> <p>One (1) participant left the course after Day 4 and therefore, although achieving some recognition for parts of some units was not able to achieve competency in any of the units; he was rated as COMPETENCY NOT ACHIEVED.</p>
1.7 Participants Course Evaluation Summary:	<p>Participants were requested to complete a Course Evaluation Questionnaire. They were asked to score each topic/session covered and rate it with the following scale:</p> <ol style="list-style-type: none">1. Not relevant2. Little relevance3. Interest value4. Relevant5. Highly relevant <p>They were also asked to provide a assessment on the quality of the presentation of each topic/session by rating the presenter against the following scale:</p> <ol style="list-style-type: none">1. Poor2. Average3. Good4. Very Good5. Excellent

Pacific Islands Fisheries - Evidence Training & Investigation Course

At the completion of the course they were also provided with an opportunity to provide more detailed feedback and make general comments about the value of the workshop.

A summary of statistical information is provided:

Sessions Evaluations:

Highly Relevant	72.2%
Relevant	27.5%
Interest Value	0.3%
Little Interest	0.0%
Not Relevant	0.0%

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Presenter Evaluations:

Excellent	73.9%
Very Good	24.5%
Good	1.6%
Average	0.0%
Poor	0.0%

Overall Course Evaluations

Excellent	76.6%
Very Good	11.8%
Good	11.6%
Average	0.0%
Poor	0.0%

A general review of the evaluations indicates that with the respect to the course format and content the participants rated the course highly. Some comment was made about the number of practical exercises being increased, which as discussed supra, would be addressed with the availability of a vessel and other suitable marine platforms. Some participants also expressed concerns about their accommodation given the length of the course.

For a more detailed analysis of the participants ratings for each session and presenter in addition to their respective individual comments on the content and delivery of the course, refer to:

Appendix 'C'
- Analysis of Participants' Evaluations

1.8 Facilitators' Comments:

The foresight and commitment to bring to fruition a course that offers an accredited tertiary qualification to a diverse group of Fisheries Officers from fourteen (14) Pacific nations and separate jurisdictions can not be understated. It is a credit to the Course Convenors & Sponsors to have achieved the desired outcome.

The preparation and delivery of a course to such a diverse group of participants was not without its difficulties. The Course Facilitators in modifying the delivery and assessment methodologies to accommodate the vast variances in the participant's individual national laws and internal policies expended a substantive amount of time and resources.

To facilitate the best possible learning outcomes a greater emphasis was placed on ensuring the participants were provided with the opportunity to display their learned knowledge through practical application in the form of simulated exercises (Practex).

The support and assistance provided by the National Fisheries College was a contributing factor to the overall success of the course. The management and support staff of the college were very accommodating and went to great lengths to assist the Course Facilitators in the effective delivery of the course. The training facilities provided within the college were more than adequate to enable the efficient delivery of the theoretical and some components of the practical exercises.

In keeping with the emphasis on a competency and practically based course it was desirable to have access to a range of marine capabilities for use during the varied number of Practex. Unfortunately, due to unforeseen circumstances beyond the control of the college the use of the National Fisheries Authority vessel was not able to be realised. This situation placed compounding restrictions on the Course Facilitators ability to facilitate the proposed number of realistic practical exercises with a marine component. Through the assistance of college staff Course Facilitators were able to make some limited alternative arrangements.

Pacific Islands Fisheries - Evidence Training & Investigation Course

There were varying ranges of experience and roles across the course participants including operational, compliance, licensing and legal officers. This variance was particularly noticeable in relation to participants who did not have experience in the operational or compliance related duties.

Those officers who did not have those experiences to fall back on found learning more difficult and on occasion required remedial action to ensure they were able to comprehend the material. Similarly, those same officers found the practical application of the learned information more challenging.

Notwithstanding these variances all participants worked together to achieve a cooperative approach to information sharing and learning. By sharing their knowledge and experiences, they were able to add value to each other's learning.

Participants received the format and information provided throughout the course positively and reflected that both formally through the Participant Evaluations and informally through anecdotal discussions.

Participants appeared to display a genuine interest to the information and strategies offered. They indicated they were prepared to adopt practices and methodologies, which would enable them to better perform their roles and functions.

Most indicated that they would welcome the ability to further their learning by completing the remaining units of the Certificate III and some indicated a desire to undertake studies to achieve higher qualifications.

Pacific Islands Fisheries - Evidence Training & Investigation Course

2.0 Recommendations:

1. Course Convenors & Sponsors give consideration to supporting the annual facilitation of the Pacific Island Fisheries Evidence Training & Investigation Course
2. Participants of any future proposed course be selected from on the basis of similar roles or levels of experience
3. Consideration of any future course venues be based on the capacity to facilitate a marine platform to facilitate practical exercises with a marine component.
4. Prior to any future course being facilitated a Training Needs Analysis and review of past course evaluations be conducted to ensure the relevancy and appropriateness of the course content, venue and delivery.
5. Course Convenors & Sponsors give consideration to supporting participants of the 2007 PETIC to achieve full accreditation of the Certificate III Seafood Industry (Fisheries Compliance) through the approved Recognition Process.
6. Course Convenors & Sponsors give consideration to supporting Pacific Island Fisheries Officers the opportunity to gain access to furthering their qualifications beyond Certificate III, including but not limited to Certificate IV Statutory Compliance and up to Diploma Seafood Industry (Fisheries Compliance).

P.J. DIETMAN
TRAINING & DEVELOPMENT COORDINATOR

25 September 2007

COURSE PARTICIPANT LIST

PARTICIPANT	ORGANISATION
BAXTER, Tepaki	Cook Islands Maritime Police
BOINDA, Steven	Papua New Guinea National Fisheries Authority
CAPELLE, Ace	Nauru Fisheries & Marine Authority
FAINUULELEI, Pouvave	Samoa Ministry of Agriculture & Fisheries
HEINE, Robert	Republic of Marshal Islands Maritime Wing
HELGEN, Justino	Fed. States of Micronesia Maritime Surveillance Unit
KORERE, Taremon	Kiribati Ministry of Fisheries & Marine Resource
MO'ALE, Villiami	Tonga Ministry of Fisheries
OBED, Wesley	Vanuatu Department of Fisheries
RAKUM, Rodney	Papua New Guinea National Fisheries Authority
RAMBICI, Siteri	Fiji Ministry of Fisheries
REMENGESAU, Victor	Palau Division of Marine Law Enforcement
TAFATU, James	Niue Department of Fisheries
TOBASALA, Charles	Solomon Islands Ministry of Fisheries
TULAFUNO, Feleti	Tokelau Department of Fisheries
YEHILOMO, Dennis	Papua New Guinea National Fisheries Authority

Gender Balance: 1 Female / 15 Males

Pacific Islands Fisheries - Evidence Training & Investigation Course

COURSE SYLLABUS

APPENDIX 'B'

WEEK ONE

TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
0830 0920	Course Opening & Overview	International Laws & Treaties	Suspect Identification	Arrests & Detentions	Crime Scene Management
0925 1010	Introductions	Regional & Sub Regional Agreements		Suspects Rights	
	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA
1025 1110	Aims, Outcomes & Assessment Criteria	Criminal Justice System Burden of Proof	Fisheries Officers Powers & Authorities	Original Notes	Exhibit Management
1115 1205	Qualifications & Career Pathways	Statutory Interpretation	Presentations	Note Taking	Searching Vessels
	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
1305 1355	Team Building	Elements of a Crime	Presentations	Original Notes Practex	Crime Scene & Exhibit Management Practex
1400 1450	Communication Skills	Complicity			
	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA
1505 1555	Problem Solving	Laws of Evidence		Practex	Practex
1600 1650	Review	Review	Review	Review	Review

Pacific Islands Fisheries - Evidence Training & Investigation Course

WEEK TWO

TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
0830 0920	Investigative Interviewing	Investigative Interviewing	Structured Investigations	Patrol Operations	Monitoring Fish Catches
0925 1010	Statement Taking	Suspect Interviews	Investigation Plans &		
	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA
1025 1110	Statement Writing	Planning Interviews	Tactical Operation Orders		
1115 1205			Briefings & Debriefings		
	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
1305 1355	Statement Taking Practex	Suspect Interview Practex	Investigation Planning Practex	Patrol Practex	Monitoring Practex
1400 1450					
	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA
1505 1555	Practex	Practex	Practex	Practex	Practex
1600 1650	Review	Review	Review	Review	Review

Pacific Islands Fisheries - Evidence Training & Investigation Course

WEEK THREE

TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
0830 0920	Applied Investigation Workshop	Applied Investigation Practex	Giving Evidence	Court Practex	Resits & revision
0925 1010					Course Review
	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA	MORNING TEA
1025 1110			Court Practex		Course Review
1115 1205					Course Closure
	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
1305 1355	Applied Investigation Workshop	Applied Investigation Practex	Court Practex	Final Assessments	
1400 1450					
	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA	AFTERNOON TEA
1505 1555	Practex	Practex	Practex	Practex	
1600 1650	Review	Review	Review	Review	

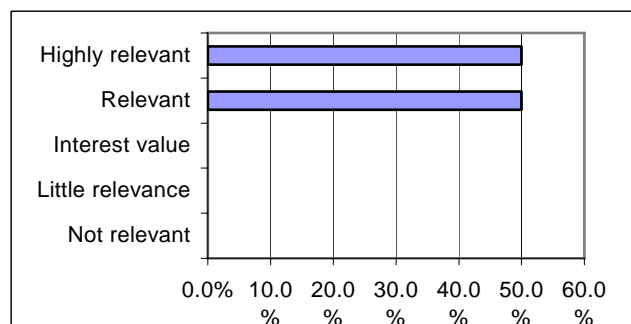
ANALYSIS OF PARTICIPANT EVALUATIONS

SESSION EVALUATIONS

- 6. Not relevant
- 7. Little relevance
- 8. Interest value
- 9. Relevant
- 10. Highly relevant

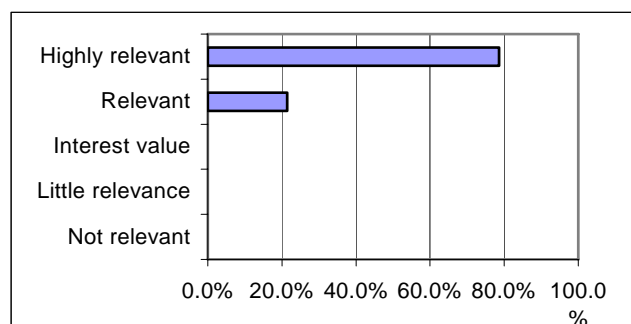
1. Course Opening & Overview

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Not relevant	0.0%	0
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Interest value	0.0%	0
Relevant	50.0%	7
Highly relevant	50.0%	7
TOTAL	100.0%	14



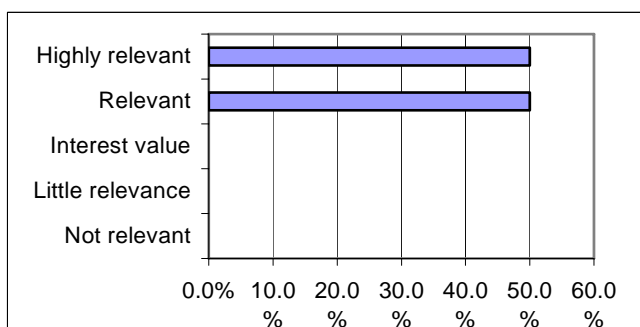
2 Introductions

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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	21.4%	3
Highly relevant	78.6%	11
TOTAL	100.0%	14



3. Aims, Objectives, Outcomes & Assessments

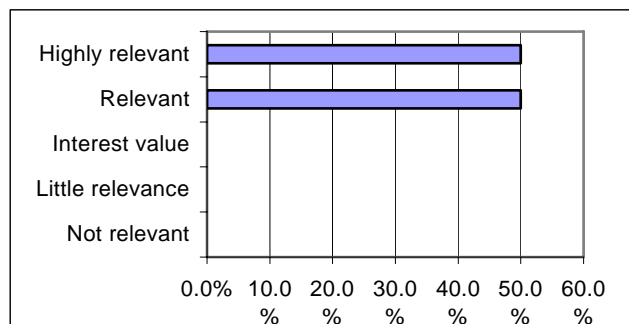
Lable	Percent	Count
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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	50.0%	7
Highly relevant	50.0%	7
TOTAL	100.0%	14



Pacific Islands Fisheries – Evidence Training & Investigation Course

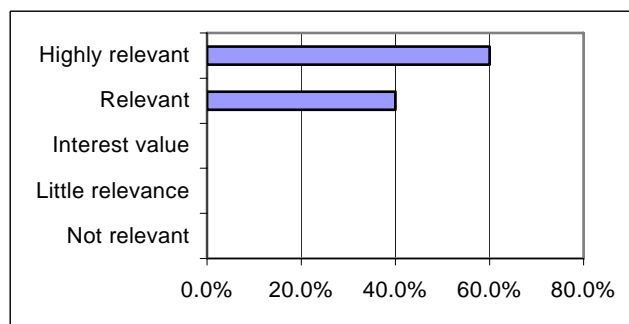
4. Courses, Qualifications & Career Pathways

Lable	Percent	Count
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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	50.0%	7
Highly relevant	50.0%	7
TOTAL	100.0%	14



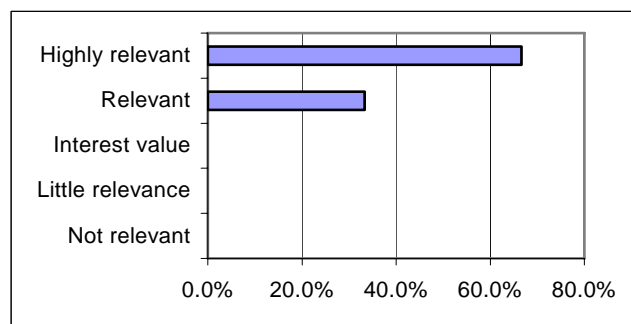
5. Team Building, Communication Skills & Problem Solving

Lable	Percent	Count
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Interest value	0.0%	0
Relevant	40.0%	6
Highly relevant	60.0%	9
TOTAL	100.0%	15



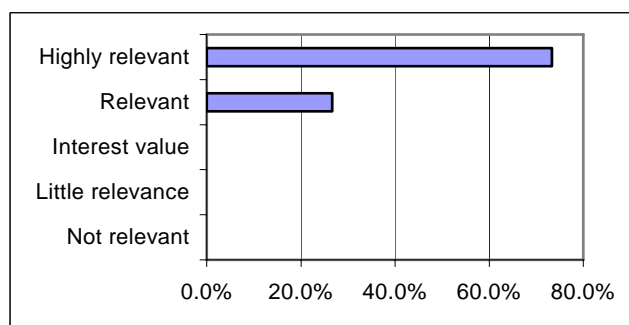
6. International Laws & Treaties

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



7. Regional & Sub-Regional Agreements

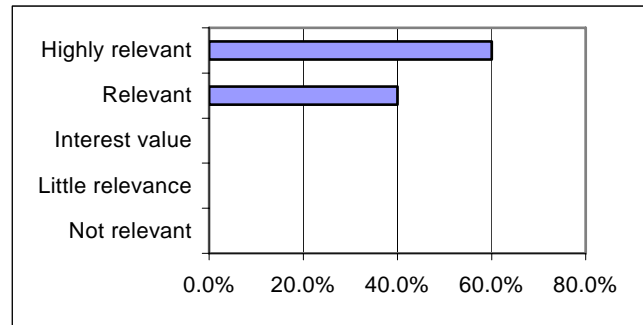
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

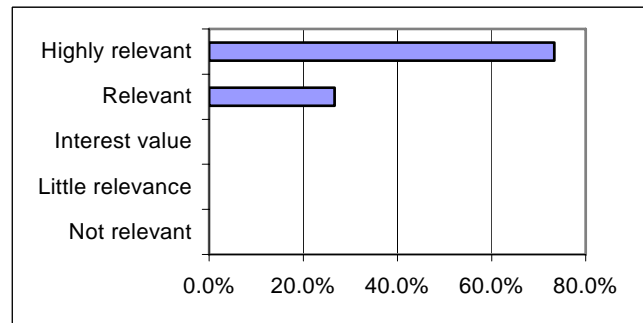
8. Criminal Justice System

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Not relevant	0.0%	0
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Interest value	0.0%	0
Relevant	40.0%	6
Highly relevant	60.0%	9
TOTAL	100.0%	15



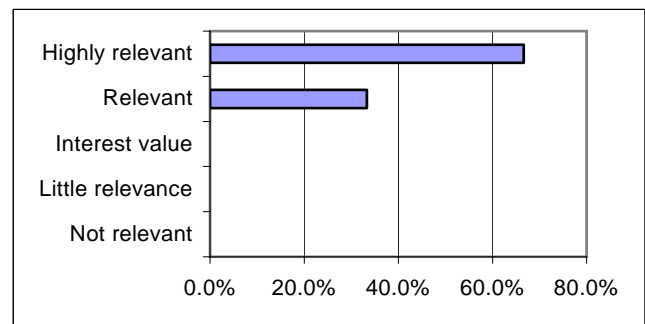
9. Elements of a Crime

Lable	Percent	Count
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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



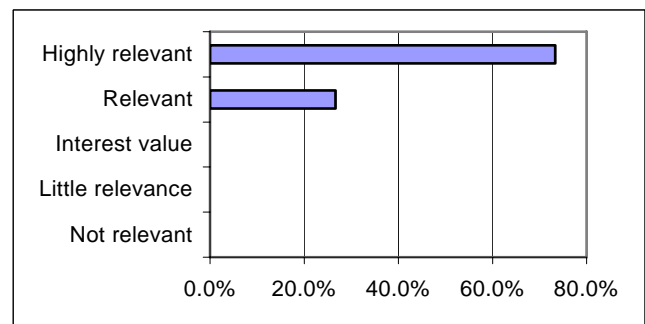
10. Complicity (Parties to a Crime)

Lable	Percent	Count
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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



11. Laws of Evidence

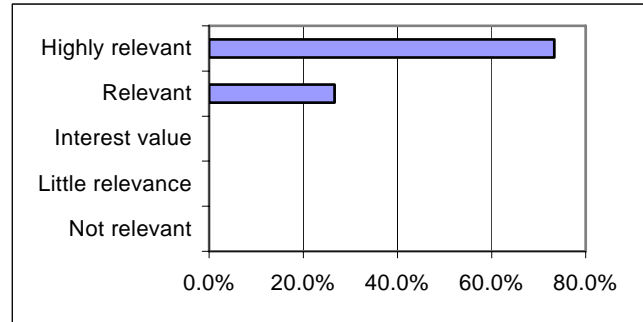
Lable	Percent	Count
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Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

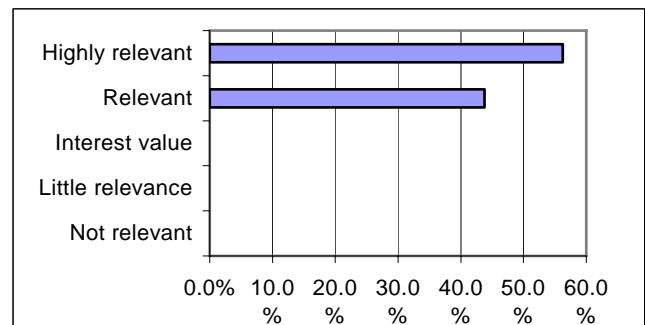
12. Suspect Identification

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



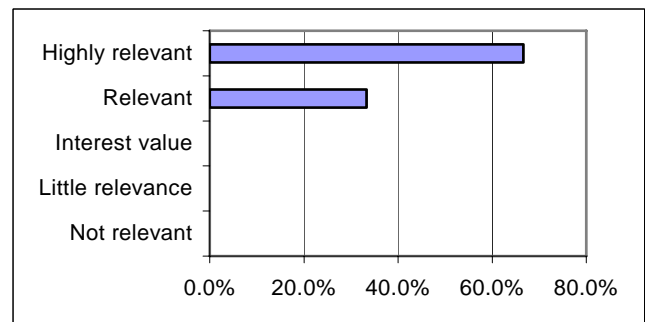
13. Fisheries Powers & Authorities Presentations

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	43.8%	7
Highly relevant	56.3%	9
TOTAL	100.0%	16



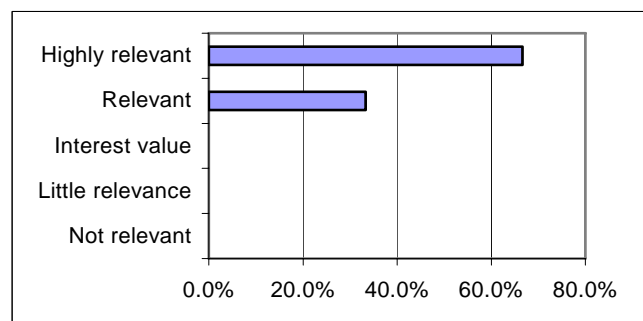
14. Arrest & Detention

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



15. Suspects Rights

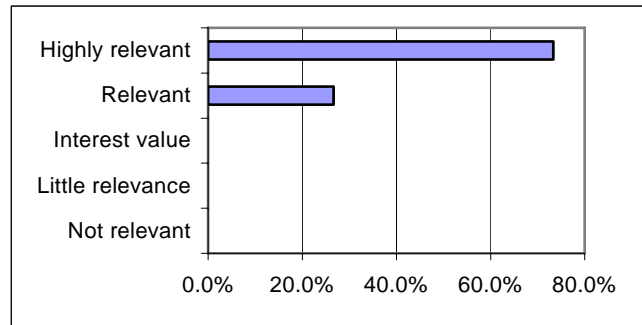
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

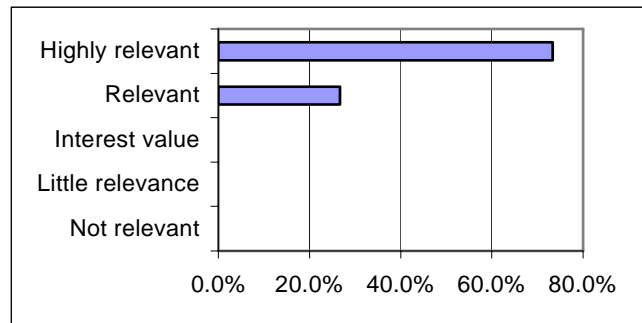
16. Original Notes & Note Taking

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



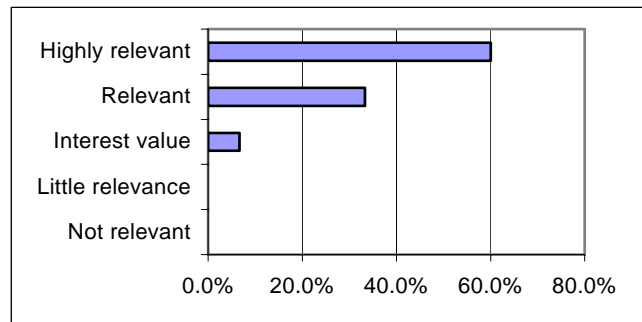
17. Note Taking Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



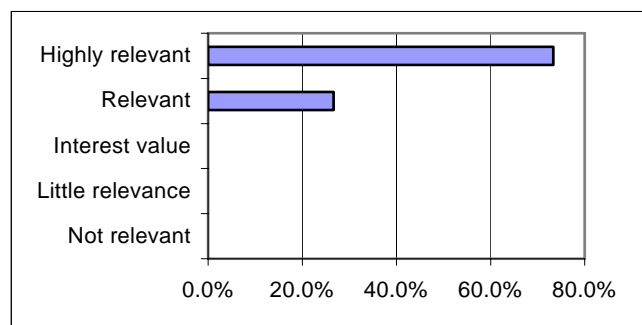
18. Crime Scene Management

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	6.7%	1
Relevant	33.3%	5
Highly relevant	60.0%	9
TOTAL	100.0%	15



19. Exhibit Management

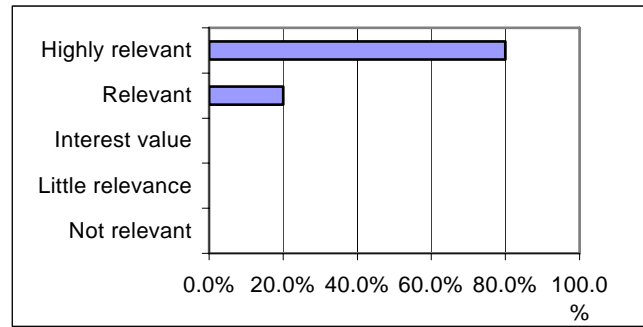
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

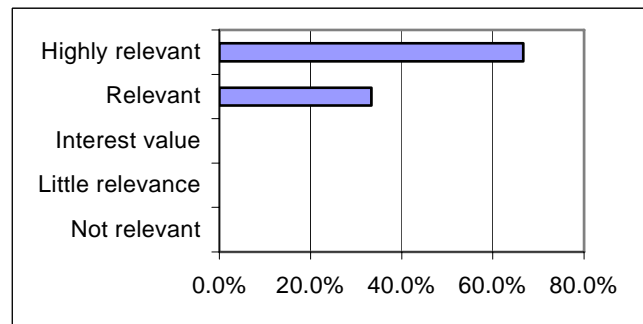
20. Searching Vessels

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	20.0%	3
Highly relevant	80.0%	12
TOTAL	100.0%	15



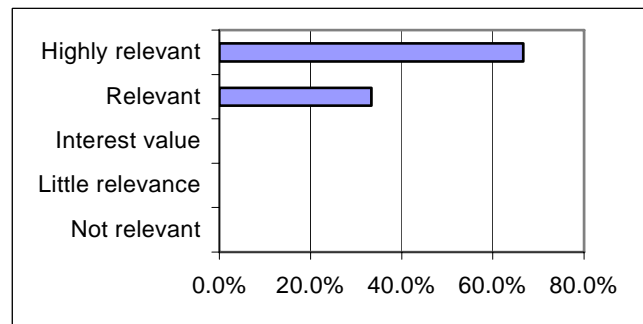
21. Crime Scene & Exhibit Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



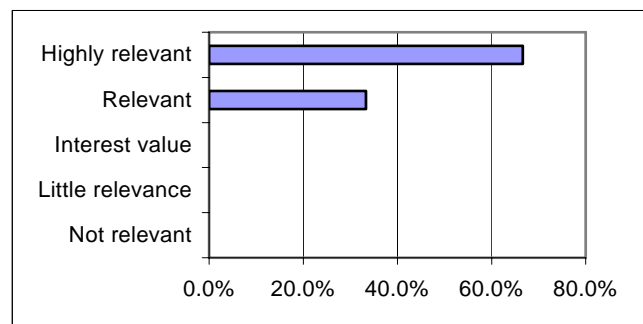
22. Investigative Interviewing – Statements

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



23. Statement Practex

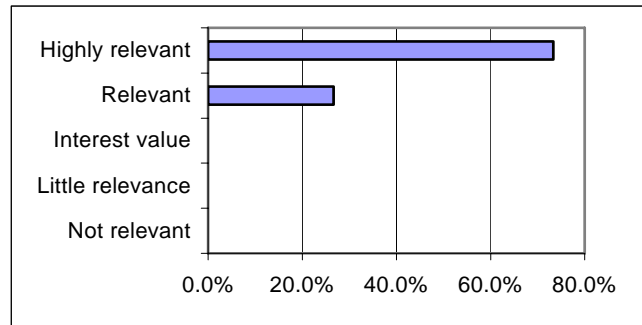
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

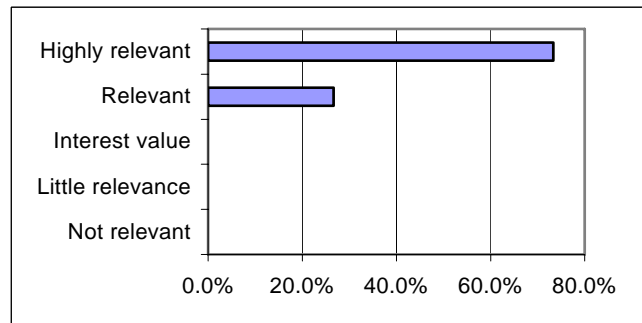
24. Investigative Interviewing – Suspect Interviews

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



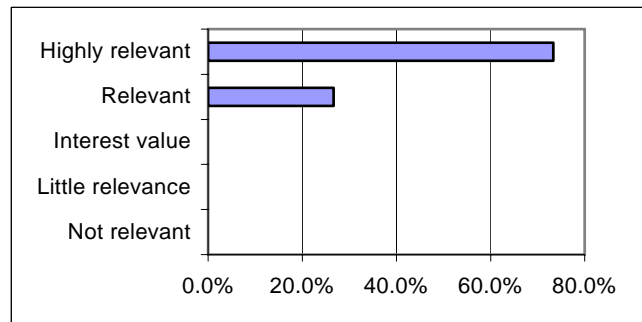
25. Suspect Interview Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



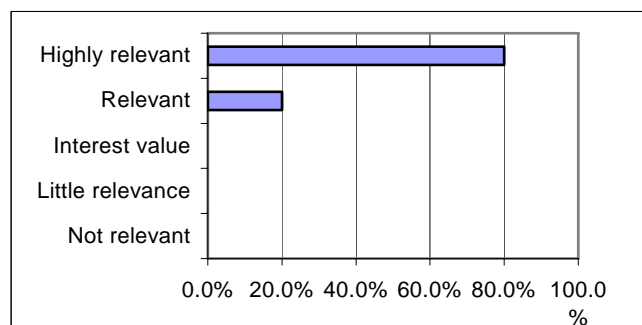
26. Structured Investigations

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



27. Investigation Plans

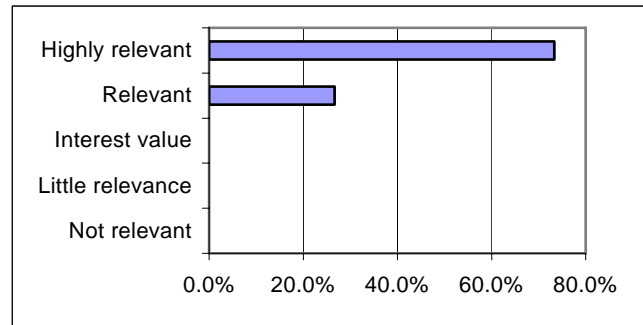
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	20.0%	3
Highly relevant	80.0%	12
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

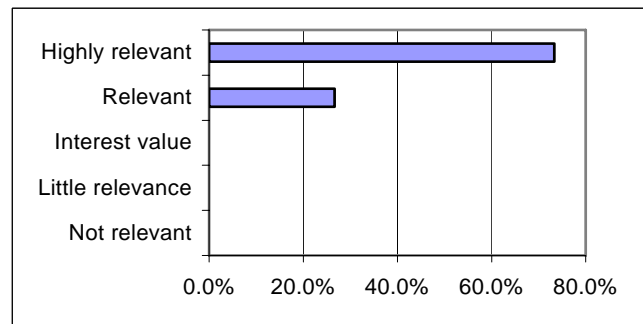
28. Tactical Operation Orders

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



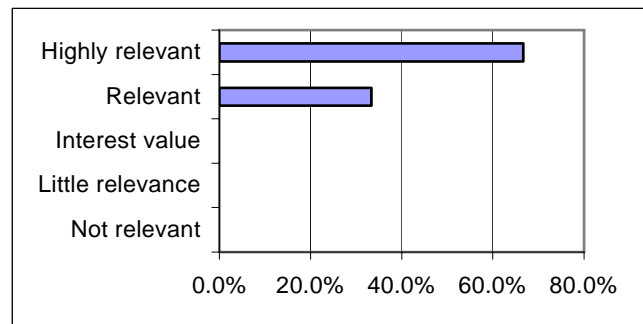
29. Briefings & Debriefings

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



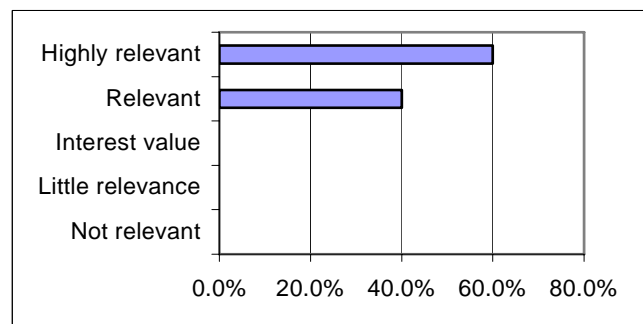
30. Investigation Planning Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



31. Patrol Operations

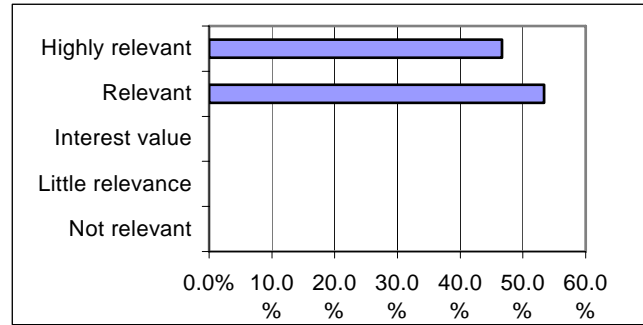
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	40.0%	6
Highly relevant	60.0%	9
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

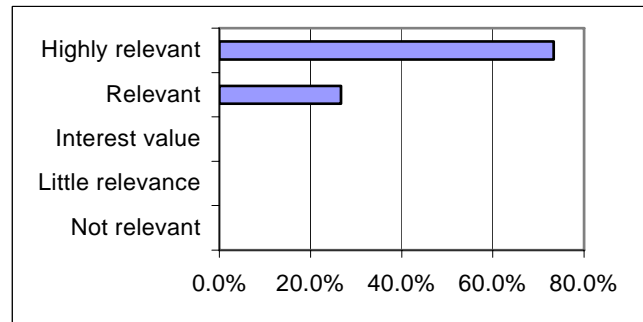
32. Patrol Operations Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	53.3%	8
Highly relevant	46.7%	7
TOTAL	100.0%	15



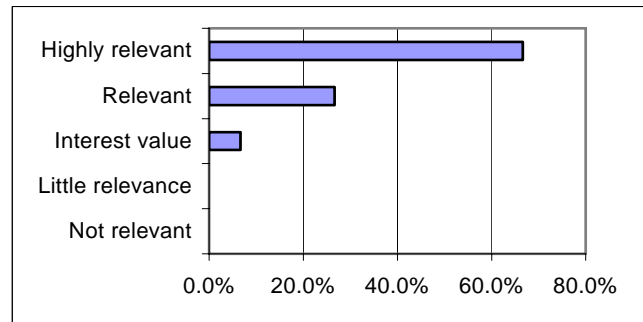
33. Monitoring Fish Catches

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



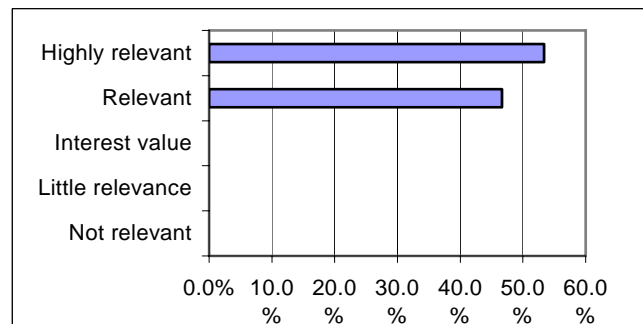
34. Monitoring Fish Catch Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	6.7%	1
Relevant	26.7%	4
Highly relevant	66.7%	10
TOTAL	100.0%	15



35. Applied Investigation Workshop

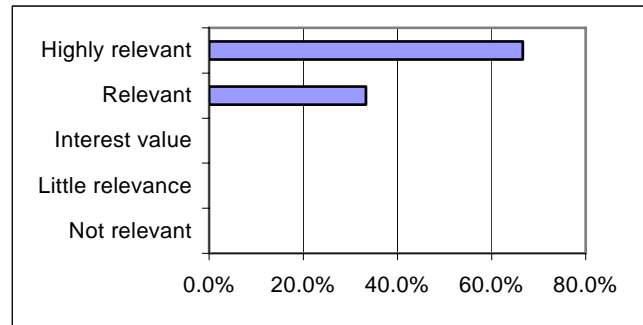
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	46.7%	7
Highly relevant	53.3%	8
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

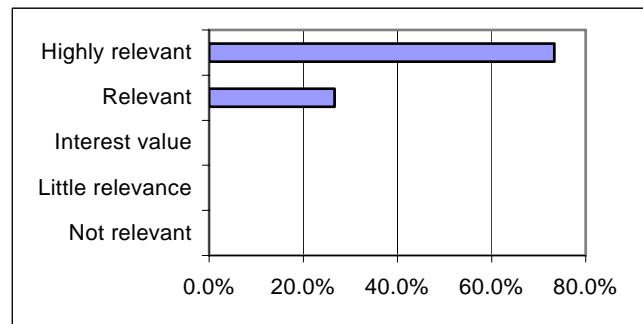
36. Investigation Practex Assessment

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	33.3%	5
Highly relevant	66.7%	10
TOTAL	100.0%	15



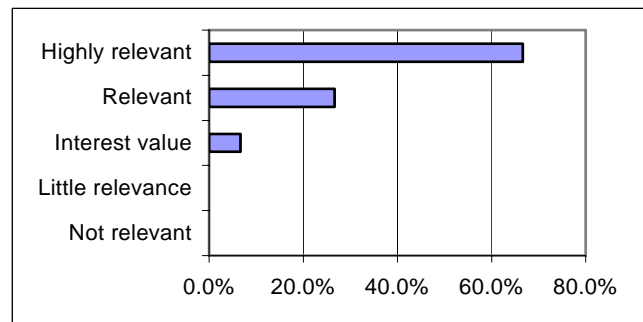
37. Giving Evidence

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



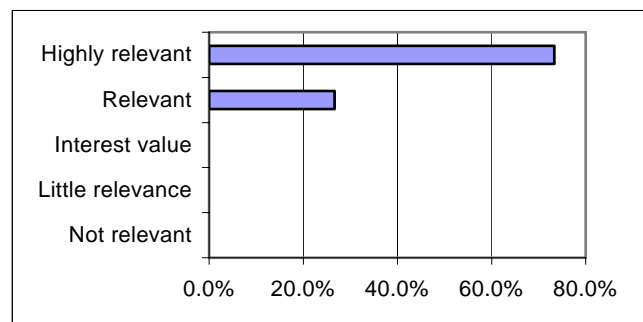
38. Court Practex

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	6.7%	1
Relevant	26.7%	4
Highly relevant	66.7%	10
TOTAL	100.0%	15



39. Course Review

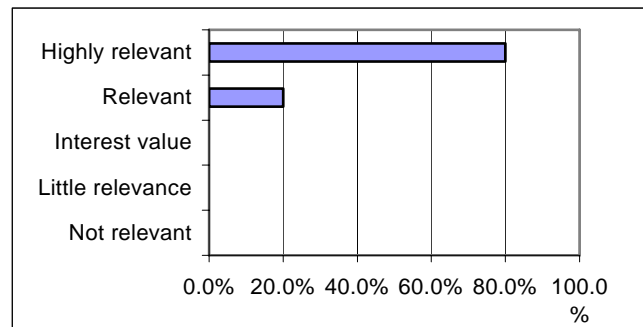
Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	26.7%	4
Highly relevant	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

40. Closure & Presentations

Lable	Percent	Count
Not relevant	0.0%	0
Little relevance	0.0%	0
Interest value	0.0%	0
Relevant	20.0%	3
Highly relevant	80.0%	12
TOTAL	100.0%	15



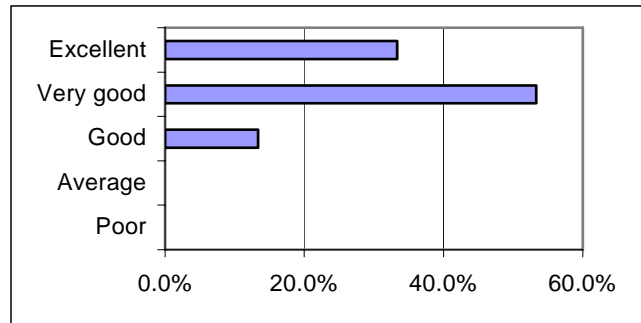
Pacific Islands Fisheries – Evidence Training & Investigation Course

PRESENTER EVALUATIONS

1. Poor
2. Average
3. Good
4. Very good
5. Excellent

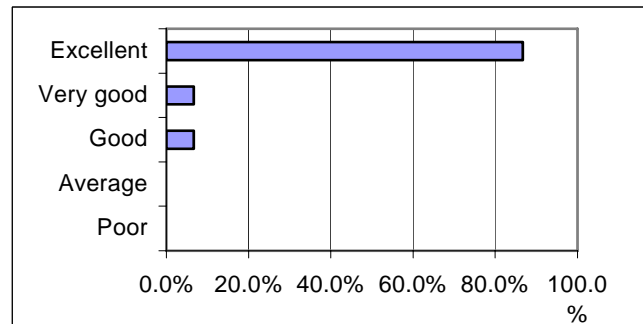
1. Course Opening & Overview

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	53.3%	8
Excellent	33.3%	5
TOTAL	100.0%	15



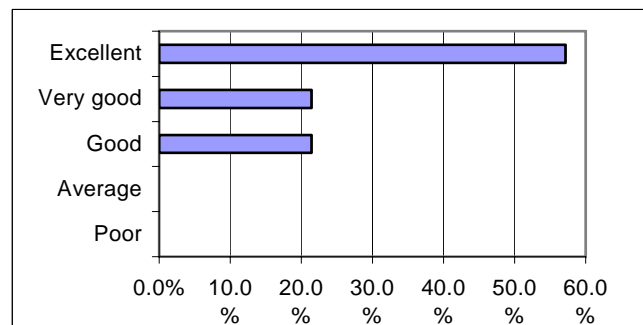
2. Introductions

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	6.7%	1
Excellent	86.7%	13
TOTAL	100.0%	15



3. Aims, Objectives, Outcomes & Assessments

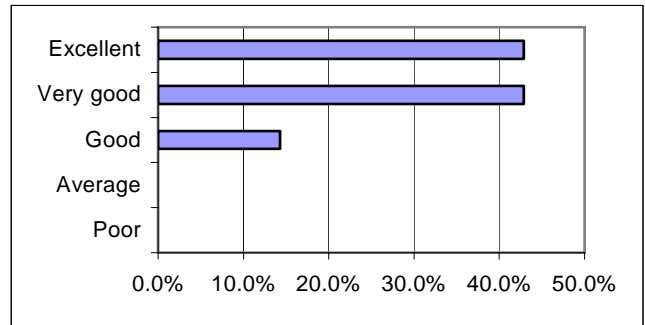
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	21.4%	3
Very good	21.4%	3
Excellent	57.1%	8
TOTAL	100.0%	14



Pacific Islands Fisheries – Evidence Training & Investigation Course

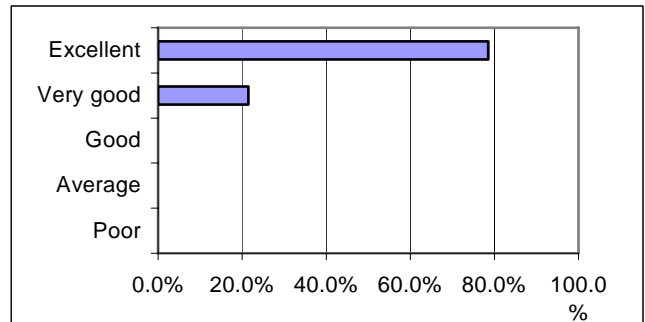
4. Courses, Qualifications & Career Pathways

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	14.3%	2
Very good	42.9%	6
Excellent	42.9%	6
TOTAL	100.0%	14



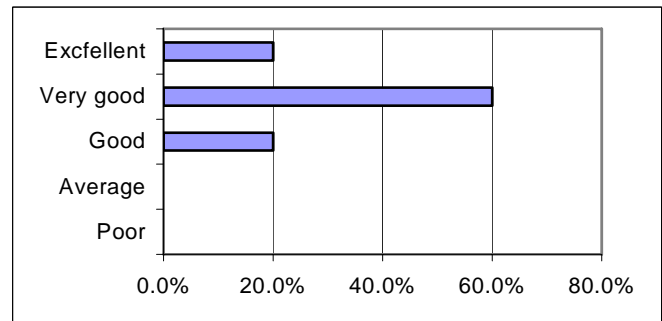
5. Team Building, Communication Skills & Problem Solving

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	0.0%	0
Very good	21.4%	3
Excellent	78.6%	11
TOTAL	100.0%	14



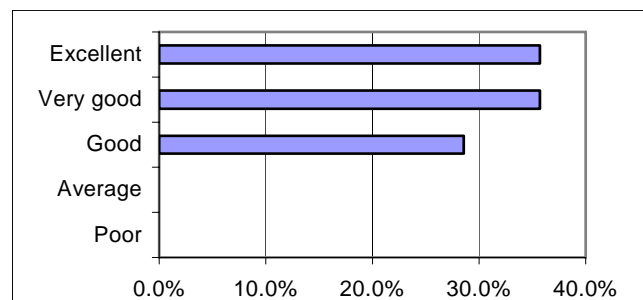
6 International Laws & Treaties

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	20.0%	3
Very good	60.0%	9
Excfellent	20.0%	3
TOTAL	100.0%	15



7. Regional & Sub-Regional Agreements

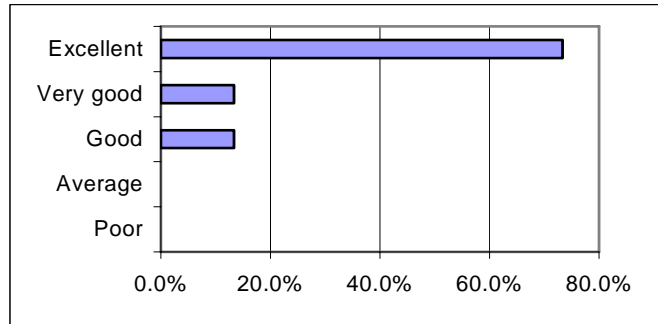
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	28.6%	4
Very good	35.7%	5
Excellent	35.7%	5
TOTAL	100.0%	14



Pacific Islands Fisheries – Evidence Training & Investigation Course

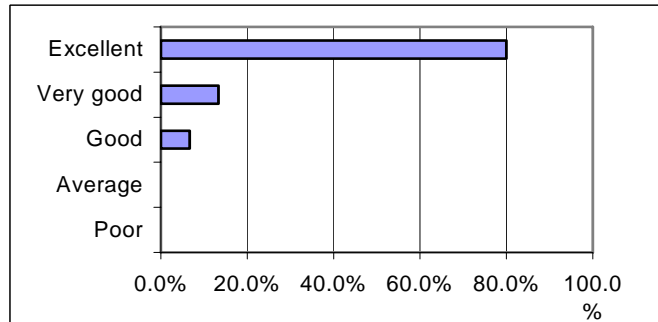
8. Criminal Justice System

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



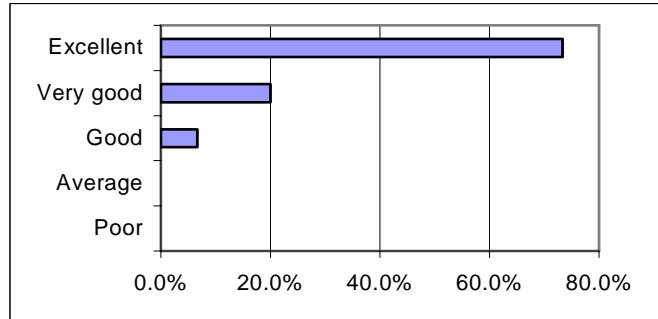
9. Elements of a Crime

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	13.3%	2
Excellent	80.0%	12
TOTAL	100.0%	15



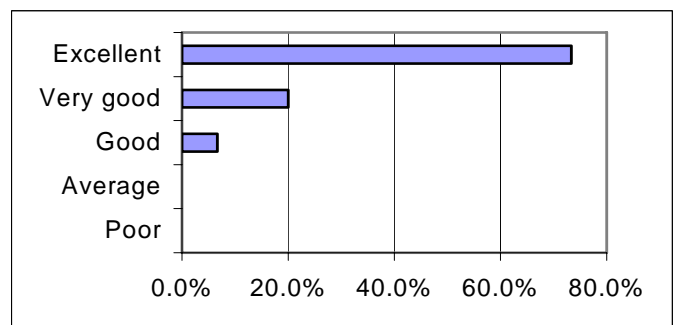
10. Complicity (Parties to a Crime)

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	20.0%	3
Excellent	73.3%	11
TOTAL	100.0%	15



11. Laws of Evidence

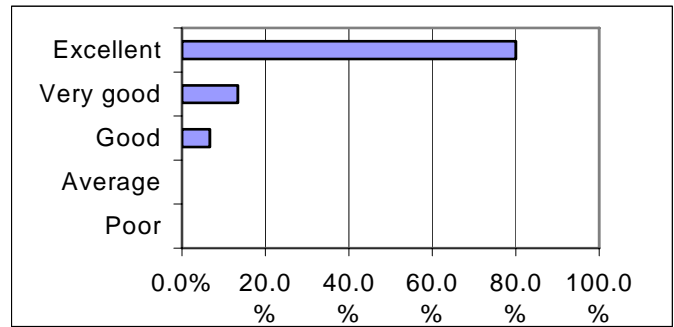
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	20.0%	3
Excellent	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

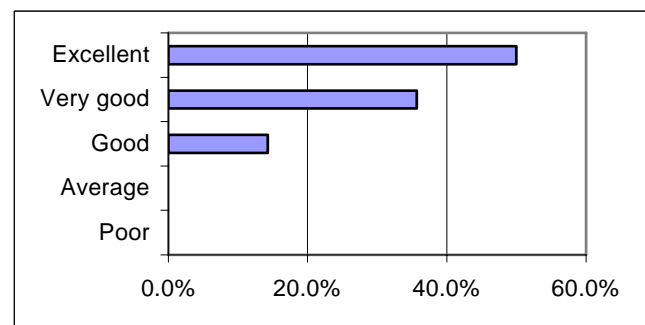
12. Suspect Identification

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	13.3%	2
Excellent	80.0%	12
TOTAL	100.0%	15



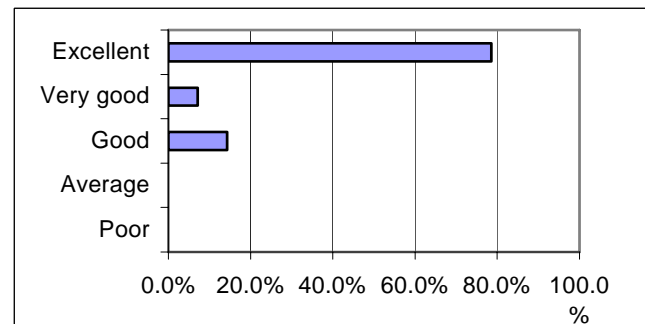
13. Fisheries Powers & Authorities

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	14.3%	2
Very good	35.7%	5
Excellent	50.0%	7
TOTAL	100.0%	14



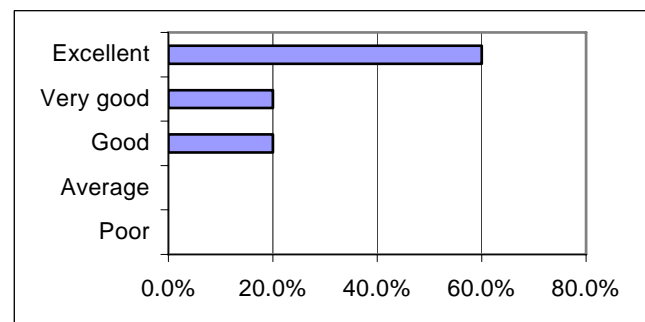
14. Arrest & Detention

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	14.3%	2
Very good	7.1%	1
Excellent	78.6%	11
TOTAL	100.0%	14



15. Suspects Rights

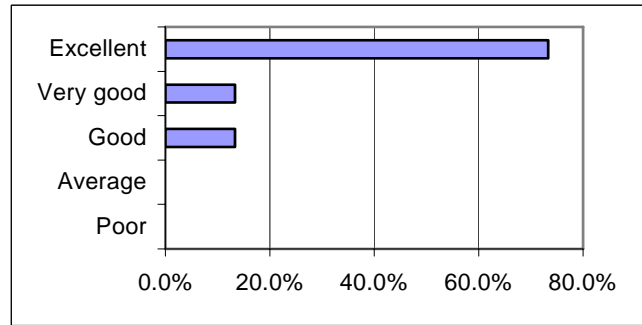
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	20.0%	3
Very good	20.0%	3
Excellent	60.0%	9
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

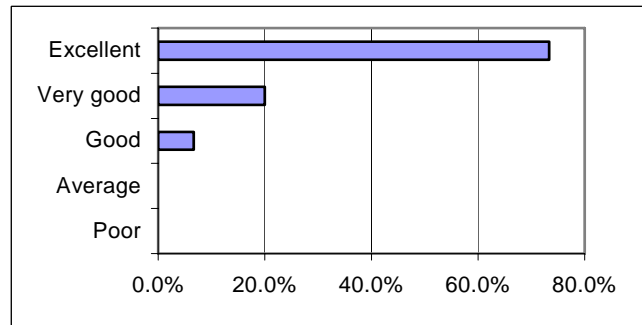
16. Original Notes & Note Taking

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



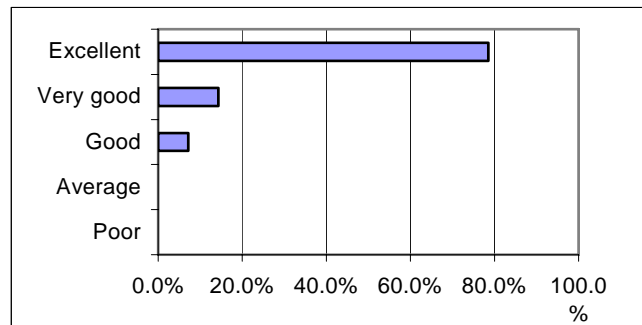
17. Note Taking Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	20.0%	3
Excellent	73.3%	11
TOTAL	100.0%	15



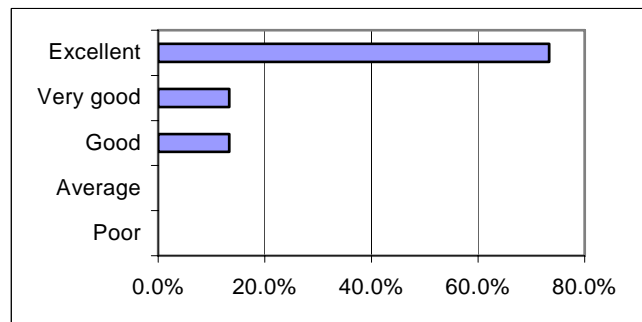
18. Crime Scene Management

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	7.1%	1
Very good	14.3%	2
Excellent	78.6%	11
TOTAL	100.0%	14



19. Exhibit Management

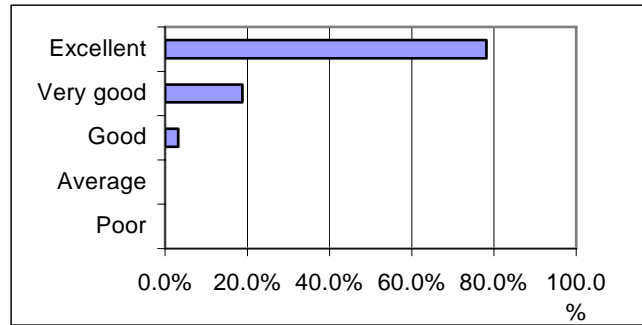
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

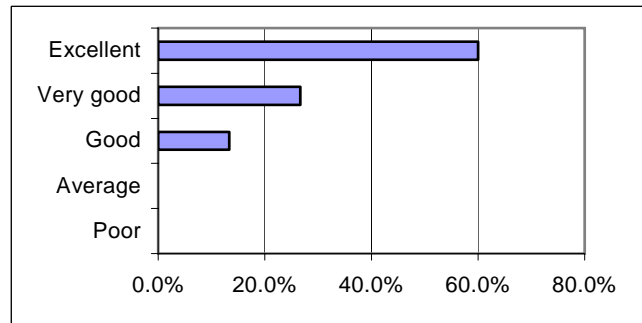
20. Searching Vessels

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	3.1%	1
Very good	18.8%	6
Excellent	78.1%	25
TOTAL	100.0%	32



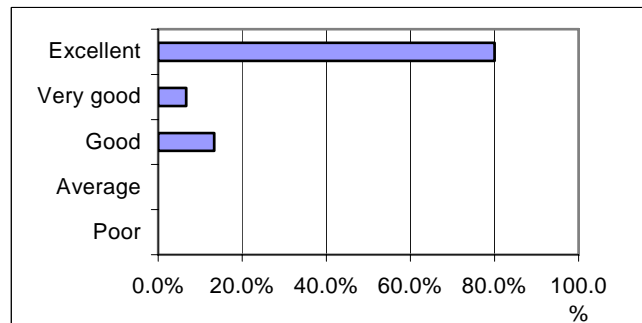
21. Crime Scene & Exhibit Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	26.7%	4
Excellent	60.0%	9
TOTAL	100.0%	15



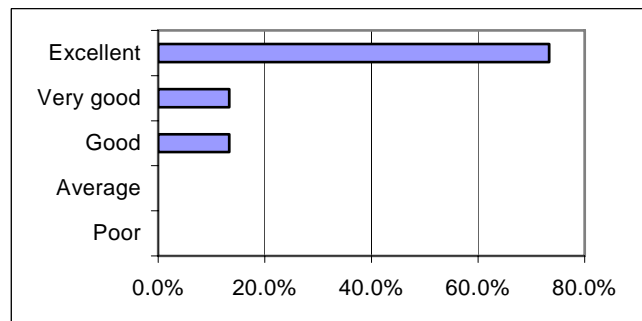
22. Investigative Interviewing - Statements

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	6.7%	1
Excellent	80.0%	12
TOTAL	100.0%	15



23. Statement Practex

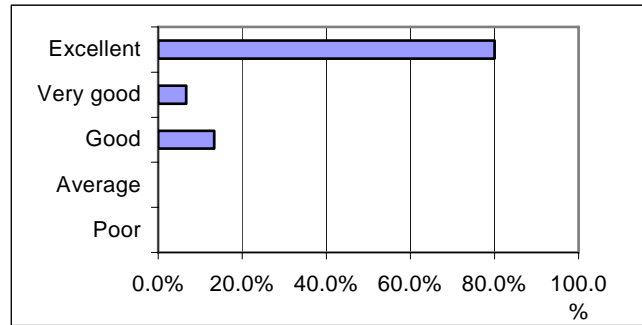
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

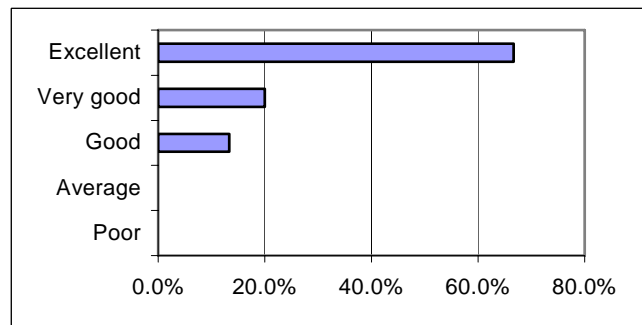
24. Investigative Interviewing – Suspect Interviews

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	6.7%	1
Excellent	80.0%	12
TOTAL	100.0%	15



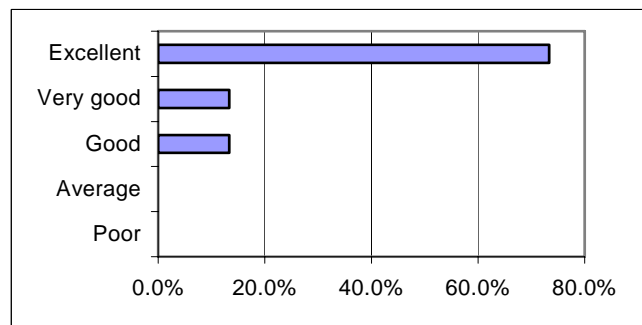
25. Suspect Interview - Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	20.0%	3
Excellent	66.7%	10
TOTAL	100.0%	15



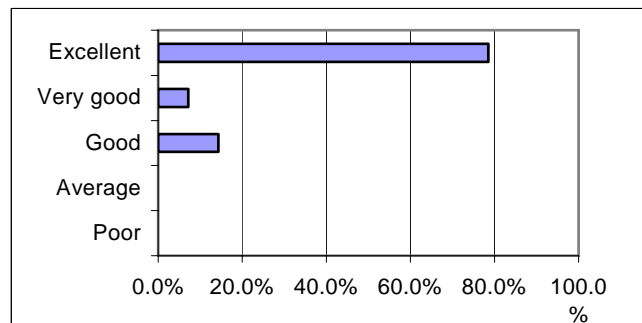
26. Structured Investigations

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



27. Investigation Plans

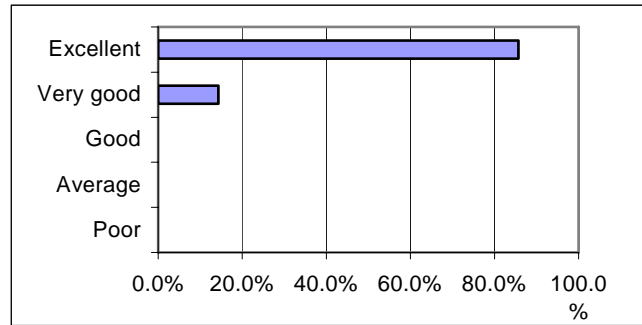
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	14.3%	2
Very good	7.1%	1
Excellent	78.6%	11
TOTAL	100.0%	14



Pacific Islands Fisheries – Evidence Training & Investigation Course

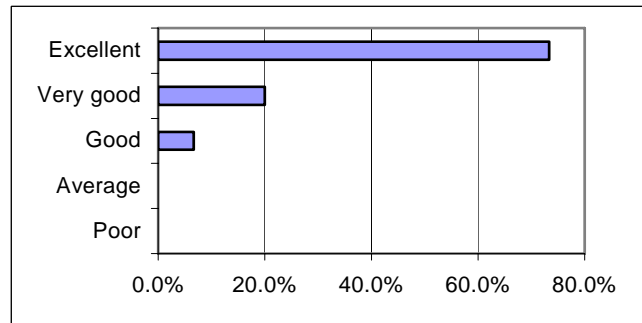
28. Tactical Operation Orders

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	0.0%	0
Very good	14.3%	2
Excellent	85.7%	12
TOTAL	100.0%	14



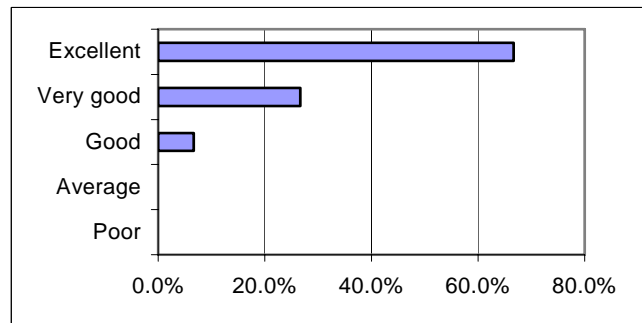
29. Briefings & Debriefings

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	20.0%	3
Excellent	73.3%	11
TOTAL	100.0%	15



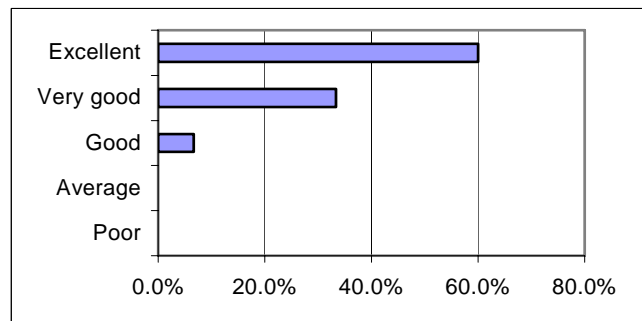
30. Investigation Planning Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	26.7%	4
Excellent	66.7%	10
TOTAL	100.0%	15



31. Patrol Operations

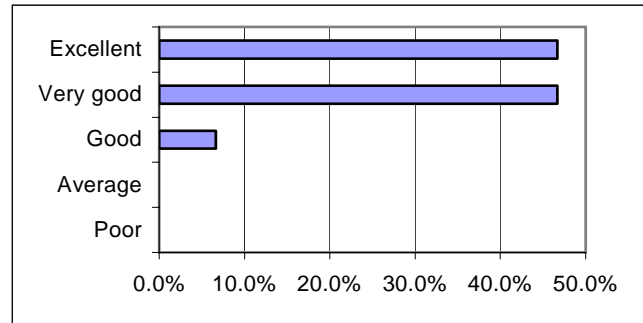
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	33.3%	5
Excellent	60.0%	9
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

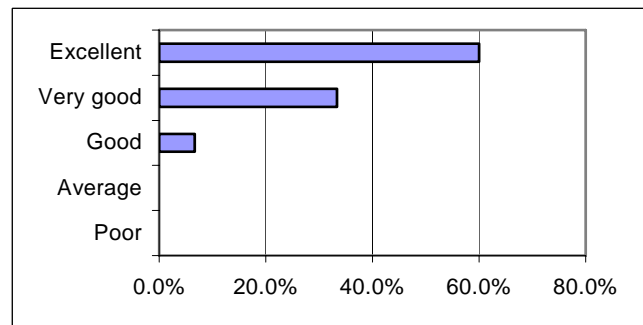
32. Patrol Operations Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	46.7%	7
Excellent	46.7%	7
TOTAL	100.0%	15



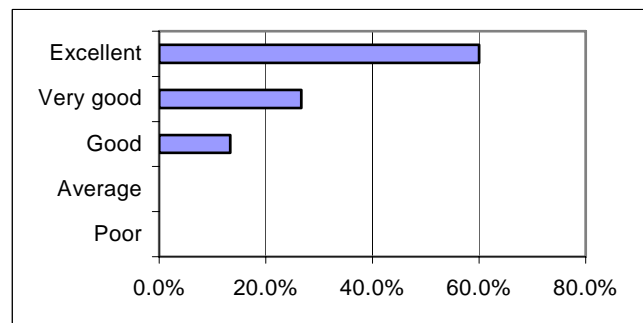
33. Monitoring Fish Catches

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	33.3%	5
Excellent	60.0%	9
TOTAL	100.0%	15



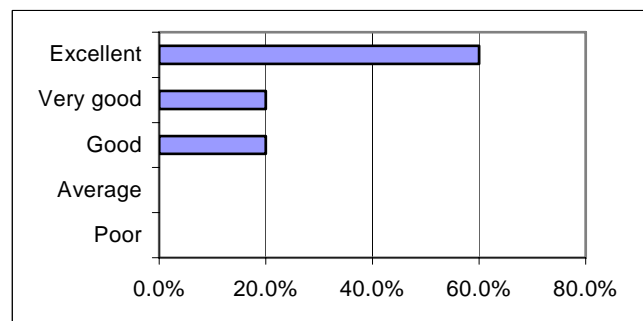
34. Monitoring Fish Catch Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	26.7%	4
Excellent	60.0%	9
TOTAL	100.0%	15



35. Applied Investigation Workshop

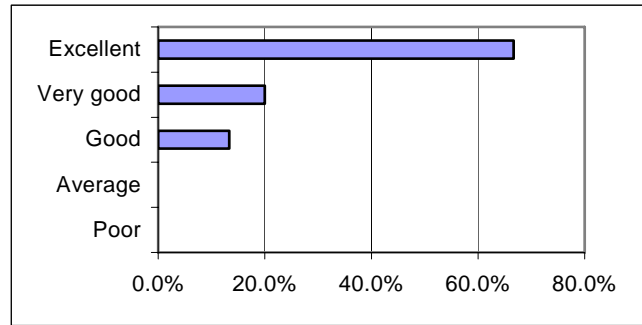
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	20.0%	3
Very good	20.0%	3
Excellent	60.0%	9
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

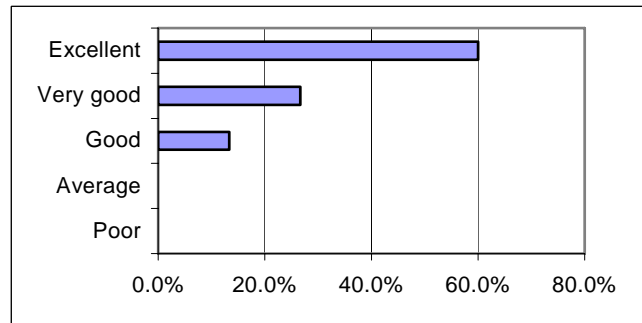
36. Investigation Assessment Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	20.0%	3
Excellent	66.7%	10
TOTAL	100.0%	15



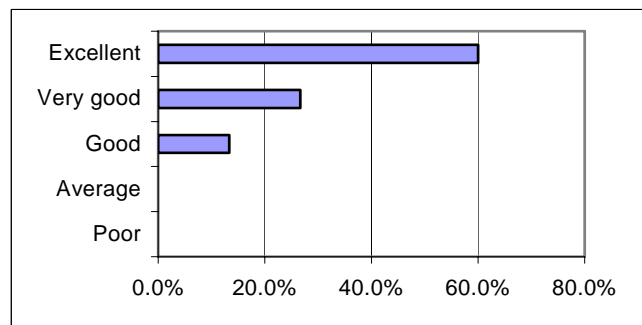
37. Giving Evidence

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	26.7%	4
Excellent	60.0%	9
TOTAL	100.0%	15



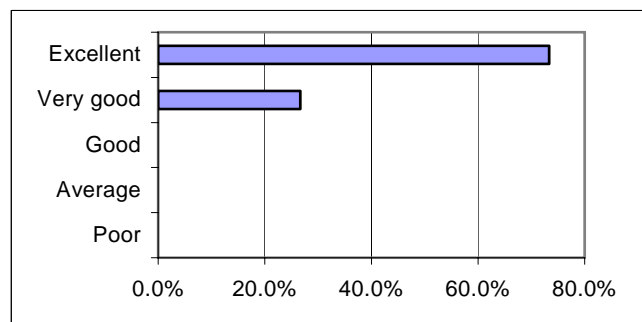
38. Court Practex

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	26.7%	4
Excellent	60.0%	9
TOTAL	100.0%	15



39. Course Review

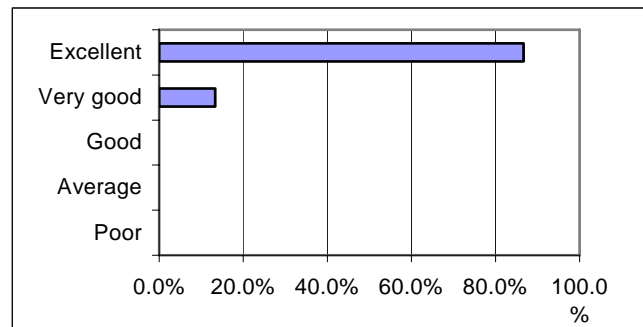
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	0.0%	0
Very good	26.7%	4
Excellent	73.3%	11
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

40. Course Closure

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	0.0%	0
Very good	13.3%	2
Excellent	86.7%	13
TOTAL	100.0%	15



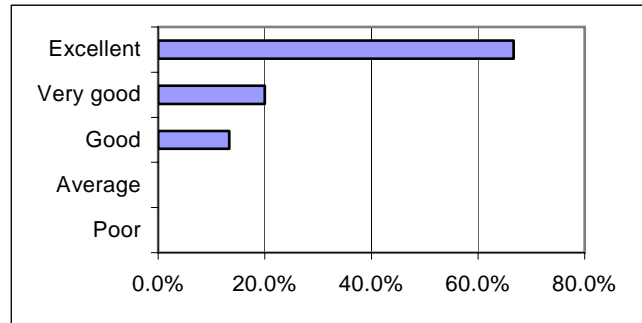
Pacific Islands Fisheries – Evidence Training & Investigation Course

OVERALL COURSE EVALUATION

1. Poor
2. Average
3. Good
4. Very good
5. Excellent

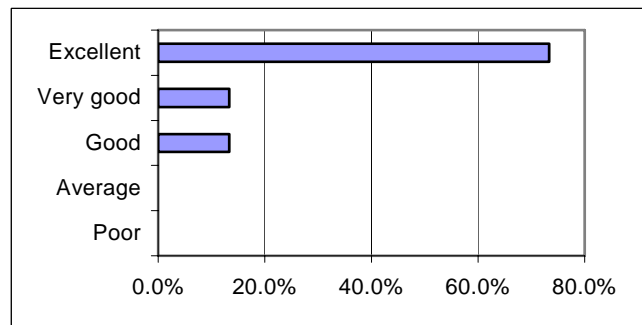
1. How well did your Course match your needs?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	20.0%	3
Excellent	66.7%	10
TOTAL	100.0%	15



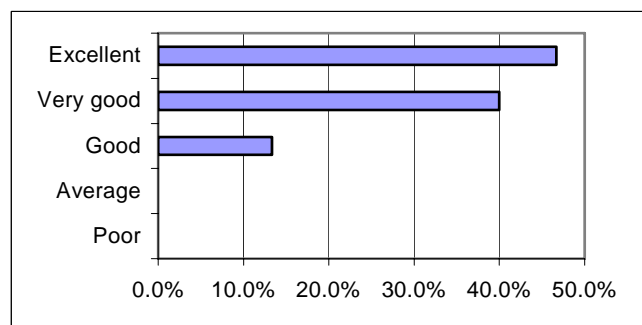
2. How would you describe the relevance of the Course to your job?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



3. How would you describe the appropriateness of the Course content?

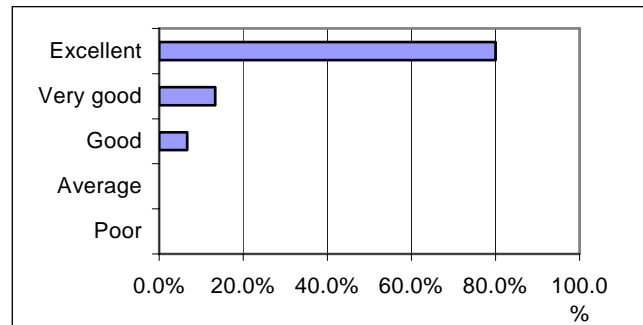
Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	40.0%	6
Excellent	46.7%	7
TOTAL	100.0%	15



Pacific Islands Fisheries – Evidence Training & Investigation Course

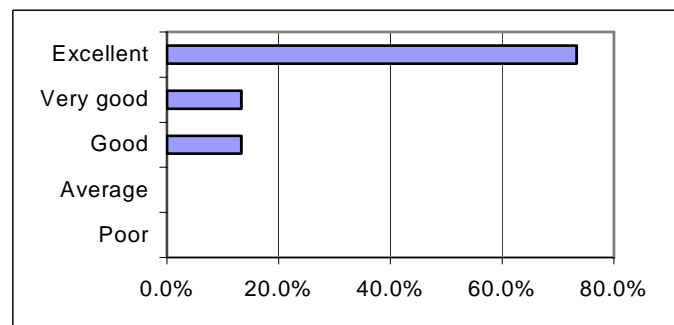
4. How would you rate the subject knowledge of your Course presenter's?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	13.3%	2
Excellent	80.0%	12
TOTAL	100.0%	15



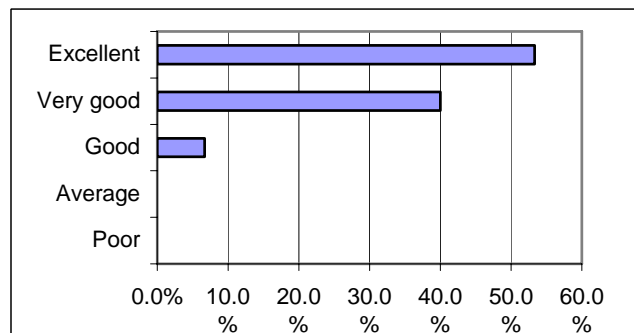
5. How would you rate the quality of the Course materials?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



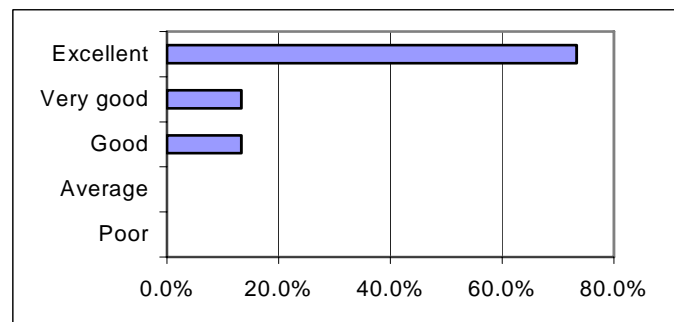
6. How would you rate the teaching/training methods used?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	6.7%	1
Very good	40.0%	6
Excellent	53.3%	8
TOTAL	100.0%	15



7. How would you rate the Course overall?

Lable	Percent	Count
Poor	0.0%	0
Average	0.0%	0
Good	13.3%	2
Very good	13.3%	2
Excellent	73.3%	11
TOTAL	100.0%	15



GENERAL COMMENTS

Q.1 What did you like most about the course?

- Content was excellent.
- Phil and Peter did extremely well.
- Coordination of Legal materials and practex very good.
- Liked every bit of the course – practical and theory, was an added bonus to what I have learnt and doing in the job.
- Preparing the investigation and tactical plan for the operation, which are usually prepared by MSA back home.
- Liked the fact that the subjects taught are very related to the duties that they have been performing.
- The visual aids were excellent, video presentations of real life scenarios of crimes committed helped understand the concepts taught in the course.
- Theory was very educational.
- Instructors were nice, funny and very experienced in their roles.
- Elements of crime.
- Law of evidence.
- The wide range of representation from different fisheries personnel from the pacific region, sharing /exchanging different methods, approaches and experiences.
- Tactical and investigation plan.

Q.2 What changes would you suggest to make the course better?

- Perhaps enquire more about how the Pacific Island Fisheries execute Fisheries investigations and then try as much as possible to make a scenario suitable/applicable to them.
- Would prefer more practical sessions, as it would give the courage and confidence to lead and build weak areas, particularly public speaking.
- Perhaps another practical for boarding vessels.
- Would like more time spent of the investigation and tactical plan.
- No changes necessary, very thankful for the opportunity.
- Possibly conduct the course for an extra week, to fully understand what's being taught.
- Shorten the course duration and concentrate more on the practical side to make it more realistic.
- More statement writing and court practice.
- Change of venue.
- Had some trouble understanding what was expected, perhaps would have been good if instructions were in a written format.
- Keep the participants busy at all times to ensure full concentration from all.
- Never conduct the course in PNG again, recommend the course is conducted in South Australia at the Australian Fisheries College where all the facilities are available.

Q.3 Briefly describe your plans for using what you have learned in your work.

- I will use this material to teach my own compliance staff at home.
- Add and refine to areas that would suit the profession/ job area.
- Prepare investigation and tactical plan for operation in the same module, but in a simpler format.
- Pass on the knowledge to colleagues.
- Will use the Exhibit management chain of evidence.
- When investigations are carried out in Fiji, things are not well planned along with exhibits are not organised properly. Will implement the idea of making plans and tactical orders to assist investigations thoroughly.
- Introduce the management system to my administration and enforcement officers.
- Gathering of information in terms of interviewing and collecting evidence will assist during boarding's; to be able to obtain enough information to gain a conviction or fine.
- Will propose to their director for changes in the policies to cater for areas discussed in the course to be apart of our departments policies / work plans.
- Propose for changes / amendments in the Fisheries roles to include "powers" of Fisheries Officers in areas where the rules do not cater for.
- The investigation and tactical plans are useful.

Q.4 Would you like to make any other comments about the training course?

- Course was excellent, could suggest similar or advanced courses of the same to be facilitated again for more participants.
- Consider the venue for future courses.
- Accommodation was not comfortable and it was unsecured.
- A public phone is required.
- Safe keeping at office not recommended.
- Staff very helpful and food was very good.
- Would like more courses run in the future as an opportunity for others.
- Has learnt to look at things from a more broad picture instead of concentrating on a small area.
- Would like to make up the components that were missed, with catch up sessions.
- Learnt a lot of new techniques.
- Would like a follow up or advanced course especially to a pacific perspective.
- Looking forward to a greater challenge in the future, maybe a higher certificate from certificate 3.
- Peter Dietman and Phil Stanley are very hardworking and organised, would like to thank them.
- Select people that are doing the job on the field to attend this type of course, and not someone who sits in the office and has never had any fisheries enforcement experience.