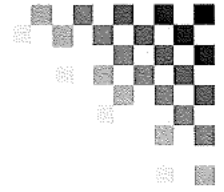




NORTHERN TERRITORY POLICE



STATUTORY DECLARATION

PROMIS No.:	IJIS Case:	Date:
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STATEMENT OF:					
Name of Witness:	Bruce Van Haeften				
Date of birth:		Place of birth:	Perth, WA	Age:	47
Occupation:	Psychologist				
Home address:					
	Phone:		Mobile:		Fax:
	Email:				
Postal address:					
Work address:	Charles Darwin University, Casuarina Campus				
	Phone:		Mobile:		Fax:
	Email:				
Subject of statement:	Matters relating to fatal police shooting that occurred in Yuendumu on November 9, 2019.				

POLICE OFFICER TAKING STATEMENT:					
Name of Police officer:	Lee MORGAN CLIFFORD	Rank:	S/C	Reg. No.:	2659
Station:	CALDS	Phone:	[REDACTED]		

SUMMARY OF EVIDENCE:

DATES UNAVAILABLE:

THE NORTHERN TERRITORY OF AUSTRALIA
OATHS, AFFIDAVITS AND DECLARATIONS ACT

STATUTORY DECLARATION

I, Bruce Van Haeften, of an address known to police, do solemnly and sincerely declare that :

1. Start with your background, qualifications and experience. Please detail the timeframe you spent working for PFES.

1.1. I worked for NT Police, Fire and Emergency Services commencing in January 2009 to December 2018. During the later half of my tenure I held the Assistant Director Employee Support Services -Principal Psychologist position within the Human Resources Branch. I have been registered as a psychologist within the Northern Territory since 2001 and have been employed within State and Commonwealth departments in psychologist roles from 2000 to July 2022. I am currently employed by Charles Darwin University as the Clinical Manager – Wellness Centre Psychology Service.

2. Please discuss your knowledge of the recruitment process and the role you (or your team) in the recruitment process.

2.1. The positions I held within NTPFES had no direct accountability for the broader systems for recruitment nor for the final hiring decision. The psychologists working for NTPFES routinely participated as a third panel member, alongside two NT Police officers assisting with interview panels. The framework for psychometric assessments, interpretive risk assessment reports, behavioural interviewing protocols, guidance for decision making was a recruitment product purchased from an external entity. The product used by the NT Police at the time was specific to public safety personnel selection and was purchased from the Australian Institute of Forensic Psychology (AIFP) whose principal was Doctor Ken Byrne. Prior to my resignation from NTPFES, AIFP was absorbed by Converge International and rebranded as SafeSelect. Specific information about the AIFP assessments and protocols are best directed to a representative of SafeSelect at Converge International.

2.2. Questions about the broader selection process including the Command level Selection Panel are best directed to the relevant NT Police position.

This is page 1 of the statutory declaration of Bruce Van Haeften.

Declarant

Commissioner for Oaths (NT)

2.3. As a member of an NT Police recruitment Interview Panel I will have reviewed general application information, as well as the specific interpretive reports for each application based upon the aptitude assessments and the battery of other psychological measures relating to reducing risk at selection. The interview protocol included a set of standardised questions and the interview panel members generally asked sets of questions in turn. The psychologists on each interview panel generally also reviewed any "Critical Items" noted within each report. The critical items are individual statements from the psychological assessment battery that relate to increased risk. Most candidates will have areas of higher risk identified with their interpretive report and as such specific time is set aside in each interview to review the most significant issues. Of note, candidates with significant levels of risk are generally excluded from further assessment prior to interview.

2.4. All members of the interview share the responsibility for assessing the available information, and within interview collaboratively test any specific risks or other areas of concerns. The aim of the interview panel was to present a collective recommendation to the Command level selection panel. The additional selection panel is presented with recommendations, had the opportunity to query any aspects of information and then subsequently made a decision regarding progressing with any offer of employment to individual candidates.

Please discuss the following point that came out of Rolfe's Psych test:

3. After making a mistake, Zachary is less likely than many others to accept responsibility. He may brush off the significance of the error, seek to minimise his own role, or to blame others" 19

3.1. This is an interpretive statement within the Comprehensive Report generated by the AIFP interpretation methodology. The Interview Panel members do not interpret the data of the psychometric test battery. The Interview Panel do however test these assumptions throughout the behavioural interview process and if it was further reinforced by any verbal responses at interview then this will have seen further negative appraisal from all Interview panel members.

3.2. Potential problems with accepting responsibility were tested by the panel throughout the behavioural interview questions, specifically the interview sections regarding Possible Problem Areas, Oral Situations (responses scenarios) issues of Integrity and review the Critical (risk) Items.

3.3. Based upon Rolfe's self-report at interview no further concerns were identified.

4. " The 'Aggression' score is above average. Whether Zachary will act with firm assertiveness or frank aggression cannot be determined from this scale alone" 20. The psychological report also notes that friction between Rolfe' and his father is a pattern that:

4.1. Refer to comments at 3.1

- 4.2. Increased propensity for aggression was tested by the panel throughout the behavioural interview questions, specifically the interview sections regarding Possible Problem Areas, Oral Situations (responses scenarios) issues of Integrity and review the Critical (risk) Items.
- 4.3. Based upon Rolfe's self-report at interview no further concerns were identified.
5. **"has frequently found to be associated with later resentment of authority figures in highly structured organisations in which employees are expected to comply with strict procedures. In the present case, other data confirm this could be a problem". 21**
- 5.1. Refer to comments at 3.1
- 5.2. Problems with resentment or negative attitudes toward authority figures were tested by the panel throughout the behavioural interview questions, specifically the interview sections regarding Possible Problem Areas, Oral Situations (responses scenarios) issues of Integrity and review the Critical (risk) Items.
- 5.3. Based upon Rolfe's self-report at interview no further concerns were identified.
6. **The report recommendation was that Rolfe receive further evaluation with comprehensive report and structured interview. •**
- 6.1. The above statement has two components of relevance, the recommendation for comprehensive report and the recommendation for structured interview.
- 6.2. The recommendation for further evaluation via Comprehensive Report is from AIFP to NT Police suggesting that on the balance of the assessment battery data, the candidate remains viable as a potential appointment. This is in comparison to high-risk applicants where AIFP suggest the investment to progressing to producing and reviewing a report has low value to the organisation. Further information about the thresholds for these recommendations are best directed to Converge International SafeSelect and NT Police.
- 6.3. The interview on the 16 March 2016 is the further evaluation by structured interview
7. **On 16 March 2016, Rolfe progressed to the interview stage of the recruitment process. He was interviewed by a three-member panel including Superintendent Sachin Sharma, Sgt Kevin Agnew, and head psychologist Bruce Van Haeften.**
- 7.1. I am unable to remember this specific interview occasion and I do not have memory of the candidate themselves.
- 7.2. I have been provided access to the the NT Police Recruitment candidate file from which it is evident that Rolfe was interviewed on 16 March 2016, the interview commenced at 1040 and ended at 1157 that same day.
- 7.3. Superintendent Sachin Sharma, Sgt Kevin Agnew, and I conducted the interview.
8. **In relation to the above please explain the interview process is the 'follow up' evaluation where points of interest are discussed.**
- 8.1. The interview conducted on the 16 March 2016 is the "follow-up" process whereby any risks or concerns are further tested via behavioural interview.
9. **Please detail any suggestions you have that could improves the process.**

This is page 3 of the statutory declaration of Bruce Van Haeften.


Declarant


Commissioner for Oaths (NT)

- 9.1. My opinion is that the assessment process at the time represented sound evidence informed practice for utilising psychometric information alongside behavioural interviews for selection to public safety positions.
- 9.2. Through my multiple experiences working alongside Superintendent Sachin Sharma, Sgt Kevin Agnew I was confident that both would raise issues of concern, as would I, if there was a difference of opinion in our assessment of a candidate.
- 9.3. The psychometric assessments and behavioural interview were components of the assessment of all police recruits. I understand however that alongside these pre-employment assessments, recruits are also assessed on relevant behaviours and competencies for 6 months during the intensive recruit training as well as for several months afterward during their initial posting and probationary period.
- 9.4. Noting that I have no awareness of the current processes of NT Police, if I was to make any recommendations based upon my past experiences it would be to enhance the integration of the pre-employment, training provided and probationary assessments to identify and manage any issues of concern, eg attitudes or behaviours that may increase risk.
- 9.5. An individual's psychological characteristics are one set of variables in the context of their behaviour in a given situation. Pre-employment risk assessments are not able to account for the subsequent training and resources personnel may have at their disposal, the culture of the organisations or work units in which they will work, or the situations in which they may be deployed to undertake high risk tasks and in-the-moment decisions.

10. Please detail the discussion we had where you were talking about the value and importance that comes from evaluating a person over a longer period such as 6 months in training compared to a 1 hour interview.

- 10.1. Refer comments at 9.3, 9.4 and 9.5

I will be available to give evidence in via video link when required. I will be unavailable for N/A. I understand that the contents of this statement may be disclosed for defence purposes.

and I further declare that:

- (a) (i) I have attained the age of 18 years;
- (iii) I have not attained the age of 18 years but have attained the age of 47;


AND

- (b) (i) I have read this statement before signing it;
- (ii) I have had this statement read to me before signing it.
The statement was read to me because of the following reason/disability:

and I make this solemn declaration by virtue of the OATHS, AFFIDAVITS AND DECLARATIONS ACT, conscientiously believing the statements contained in this declaration to be true. I acknowledge that a person who wilfully makes a false statement in any material particular is guilty of a crime and liable to imprisonment for 3 years, (*section 119 Criminal Code*). Furthermore, a person who does anything to a Statutory Declaration that results in it becoming false or misleading, is liable to a penalty of a fine or imprisonment, or both (*section 27 Oaths, Affidavits and Declarations Act*).


Maximum penalty: 400 penalty units or imprisonment for 4 years.

DECLARED AT DARWIN THIS 12TH DAY OF OCTOBER, 2022



Bruce Van Haeften

BEFORE ME



Lee MORGAN CLIFFORD GILES

NAME

CLIFFORD GILES S/C 1259

TELEPHONE



COMMISSIONER FOR OATHS (NT)