



WHAM!

Observer Training Programme

Jan 2012



Introduction

All new prospective observers (PO) to the Group are to be selected and trained using the following programme. The programme is based on 2 POs initially being trained together but can be adjusted to just one.

The training programme is progressive and designed to ensure that prospective observers are competent at each part of an observer's responsibilities before moving onto the next phase. By the time they are introduced to a genuine associate, they should be able to satisfactorily run a complete session but obviously may still need additional help and guidance from their accompanying qualified observer until they are ready to take their assessment.

Selection

All POs will be assessed on their ability to give a demo ride and then follow, at a reasonable "observer" distance, a competent rider making progress (up to but not over the speed limit) on fairly demanding roads. These exercises will normally be carried out with 2 senior observers (SO). The aim is to ensure that all POs are capable of giving a good demo ride and can also stay with a competent associate on an observed run. Finally the PO will be asked to give a short talk ie for 2 minutes, on any biking related subject. (Their personal biking history or any biking story will do!) The aim is to check that they can communicate effectively.

Training Programme

Session 1

Normally undertaken with two POs and an SO (T).

The aim of Session 1 is to review the requirements for observing and then to cover:

- 1) How to conduct the Introductory brief
- 2) How to position on the road to observe, and learn the art of pursuit riding. (Route and directions to be given by the SO (T))

SO(T) will demonstrate basic observer positioning by acting as the observer to one of the POs whilst the other follows. The POs will change over during the demo ride so each gets the opportunity to take note of how the SO(T) positions himself.

Each PO will then in turn act as observer to the other, and have the opportunity to practise observer positioning.



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The session will conclude with a discussion on route selection. Each PO will be required to prepare a route for Session 3.

Session 2

Normally two POs with a SO (T). The aim of Session 2 is for both POs to:

1. Perform the Introduction brief (with help if required)
2. Practice pursuit riding. (Route and directions to be given by SO(T).)
3. Discuss how to debrief the ride. (Use of dry wipes etc)
4. How to introduce a demonstration ride.
5. Discuss the Final Debrief and Associates Development Record

Each PO will be required to prepare a minimum of 5 HC questions for the next session.

Session 3

Normally two POs with a SO (T). A complete run by one of the POs including:

1. Introductory Brief (with route)
2. Run in P2 and observe "the associate" (usually the SO(T) riding with pre-planned faults.)
3. Debrief "the associate" (with help if required).
4. Introduce and perform a demo ride based on debrief points.
5. Conduct the final debrief.
- 6.

At the end of the session, test the other PO with the prepared HC questions.

Session 4

As for Session 3 but with role reversal for POs.

Session 5 and onwards

Transferred to normal SO/associate teams where the PO will run in P2 and conduct the rides but under supervision and until ready to take the Group Qualified Observer (GQO) test. POs must accumulate 10 hours of actual associate observation under the guidance of the SO before they are able to take the GQO test.



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Theory Test

The Theory Test is usually taken towards the end of the training but can be done at any time. It consists of:

- 10 questions on Highway Code
- 10 questions on Roadcraft
- 10 questions Documentation and Administration.

The minimum grade required to pass each paper is 80%.

GQO Practical Test

The test will be conducted by the CO or SOT not involved with the training of the candidate.

The test duration is likely to be in the region of 3 hours. The associate role will be taken by another SO from Red Group/Blue Group. Within the test there are 3 sections, as follows:-

Section 1

The Observer Candidate briefs the Associate on the ride, points needed covering are:-

Introductions, check of associate's clothing, machine; documentation and fitness to ride.

Enquiries into Associate's riding history, previous observed runs, likely areas for development, purpose of the ride, probable duration, type of roads etc;

Daily checks (MPOWDER), moving brake test;

Understanding of the System using open-ended questions and practical demonstration where necessary;

Discussion on overall safety, speed limits, communication, giving of signals, what to do if separated etc;

The disclaimer must be understood - that the Associate acknowledges that they are 100% responsible for their own bike, how and where they ride it – irrespective of any real or imagined instructions from the Observer Candidate (however nothing should be signed, this is a verbal understanding).

If considered appropriate check associate's machine control before venturing out on the road.

The route – where possible to include motorway, city, national & rural roads of a demanding nature.



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Slow riding / manoeuvring – in a suitable place (e.g. car park), get the Associate to conduct a simple slow-speed manoeuvre such as a figure of eight or circles etc – using minimum space they feel comfortable with at walking pace, advise re the technique employed and comment on the outcome.

The de-brief - Talk Associate though their ride and offer advice, get them to self criticise & encourage two-way dialogue. Make sure the de-brief ends on a positive note.

Give Associate some future direction and possibly some 'what to do next' advice if appropriate.

Section 2

An Observed Ride of approximately 20 miles.

Slow Riding & Manoeuvring – to perform some slow speed manoeuvres such as a figure of eight or circles, at around walking pace to check their ability to demonstrate slow speed machine control to Associates.

The Observer Candidate may be required to demonstrate their knowledge of routine checks and safety issues including:-

Moving Brake Test - Reasons for doing one and how one would be carried out;
MPOWDER checks

Section 3

The debrief – CO or SOT will go over all sections of the test.

The test will be written-up by the CO or SOT and saved for future reference. A copy will be made available to the candidate.

Note:

On completion of Section 2 if the CO or SOT does not feel the Candidate is at the required standard for Observer (and provided he is satisfied that it is a worthwhile exercise), the Candidate can be invited to re-apply for testing after a three month delay.