

TVP CCMT Paper & Impact Assessment

CCMT PAPER DETAILS

Title of CCMT Paper	MOD Police to Protection Group Direct Entry Programme
Date	16 th June 2023
Chief Officer	ACO Christine Kirby
Strategic Plan Objective/ TVP 2025	Serving Victims, Fighting Crime, Valuing our People

WHAT IS THE IMPACT ON ENABLING DEPARTMENTS?

Department	Resource Required (Y/N)	Resource Impact
<i>People Directorate</i>	No	Managed using current resources
<i>ICT</i>	No	
<i>Procurement</i>	No	
<i>Change Delivery</i>	No	
<i>Service Improvement (Data)</i>	No	
<i>Corporate Communications</i>	No	
<i>JIMU</i>	No	
<i>Estates</i>	No	

OVERVIEW

Please consider:

- Finance & savings, demand and resourcing impacts and governance arrangements.
- Please outline the risks and benefits of your proposal.
- What decision are you requesting?
- Proposed implementation date & key milestones.

Context:

Our Protection Group resources are funded by the Home Office, through a yearly protective grant. The funding is reviewed annually, and is based upon the minimum requirements expected for each protective package agreed through the National RAVEC process. This considers each static site and resources required for non-residency and in residency needs, supervision through the command team, training and other resources, on a case by case basis.

This year we are funded for six different operations, five in TVP and one in Hampshire. They require a variety of resource commitment, from 24/7 static protection at Chequers which increases in staff numbers when the principle is in residence, to AFO 10-minute response times to the addresses mandated..

We were funded for 80 police constables, we currently have 65 (5 non-deployable), with four predictive leavers. We have five candidates on the current Initial Firearms Course, and eight individuals in the pool for future courses.

The Home Office pay for, and expect, this minimum level of cover, and therefore we have to do what we can to resource accordingly. Due to our inability to fill our establishment this is completed by cancelling and reallocating rest days, on some occasions paying for rest day work, or seeking support from ARV colleagues. None of which is sustainable on the organisation or the individual.

The matter of paying for Rest Day working to cover our staffing short falls was presented and agreed by CCCMT on 20th June 2023 as a short term solution, and subject to certain specific requirements. A longer term solution is to extend our offer to recruit from outside of TVP, hence this paper for due consideration.

The only way to achieve the operational commitment and support the welfare of our teams is to ensure we have the workforce establishment to meet the needs of the demand.

We have the following longer term solutions and initiatives to increase numbers on the team:

- 1) Recruitment – taking part in JOU discovery days, attending shift briefings, networking across LPA's and other teams to encourage, support and mentoring officers in joining the team.
However:
 - a. The pool of officers to recruit from is limited, and inexperienced. There is a meeting planned for August to consider whether student officers should be able to apply for roles whilst in their probation;
 - b. The attrition rates during Firearms Training is significant.
- 2) Retention – exit interviews, and understanding reasons for those leaving the team for organisational learning opportunities to help retain experience staff;
- 3) Support from ARV – this is an ad-hoc solution to meet demand as it arises, however this team are also facing resources shortages for similar reasons.
- 4) Consideration is being given to a shift pattern review in order to better match the resources to demand. This is future/aspirational work that doesn't change the numbers, but could provide efficiencies. The review will start with ARV, and consider PG at a later stage if deemed useful.

An opportunity that has not been explored to date is the potential for a skill specific transferee or entry route. This could provide suitable candidates from other forces or non-home office areas of business, a stream-lined process matching their skill set and experience to the role profile of AFO's within the Protection Group team.

To date we have not been pro-active to reach out to other organisations to attract those with transferable skills to join Thames Valley Police and more directly our teams of AFO and ARV role profile officers. However, we are aware of a number of ex TVP officers, now working within the MOD Police who are interested in returning and would value the opportunity to come back to TVP and straight into Protection Group.

There has also been interest expressed from officers, at recruitment events and directly to our staff, that have no previous experience from a Home Office force (BTP and MOD Police), who wish to join through a dedicated firearms entry route. This is currently not available and could be a missed opportunity to attract this well needed skill-set. This proposals seeks to explore a specific entry route into firearms that would only be available for current MOD Police Officers.

Through consultation with Protection Group and Firearms Training we believe we have a workable solution to trial this direct entry route. This would support our objective to increase the number of actual officers on the department, enabling service delivery to the Home Office and our principles. This would also enhance the wellbeing and work balance across the staff on Protection Group.

MOD Police Cannot Transfer to T,mVP:

It should be noted that under Police Regulations MOD Police cannot be treated as a transferee and unless they have previous Home Office Police Experience they must join us as a new recruit. However, following a meeting with Guy Lemon from Force Legal, he has stated that the Chief Constable can take into account previous training and skills and therefore we can continue to use our current method of putting MOD entrants onto 7 week rejoiner course and not transferee courses. The only difference is that we have to make them complete a 2 year probation.

Suggested Process:

The below is the suggested process for an application from an MOD Police Officer;

- Candidate applies via a specific section of our careers site.
- They will complete an application form but also a one page letter detailing their skills, firearms qualifications etc. This is to help shortlist as required.
- Interview conducted by Insp Fiddler (People Directorate) and Insp Godsmark (Protection Group) so it's a joint transferee and firearms interview.
- Successful applicants will be offered a place on the scheme however must be available for the course that is scheduled given this is a pilot with one cohort. If they are unable to, and where appropriate, they will be offered a normal transferee entry route and will not take part in the direct entry process.

The Programme:

- As part of the formal offer the candidate is given written confirmation that subject to successful completion of the below they will start on a particular date on Protection Group.
- 7 week rejoiner course
- They will spend time on ICR somewhere between 10 weeks – 3 months. This is where they will complete the same portfolio as a new recruit in their 10 week tutorship. Essentially they need to evidence their skills as a police officer. They will not need to be tutored though, just mentored.
- 3 week firearms conversion course (they must pass this to continue on the scheme, if they fail they will be posted to ICR, this will be explained through the application process)
- The portfolio will be signed off by their Line Managers using the PDR as we do now for transferees.
- Successful completion of the above would mean they start on Protection Group.

Safeguards for TVP:

The MOD officers will be subject to the Reg 13 process as they are effectively new recruits for their 2 year probation. This allows us to manage any performance issues easily, effectively and quickly.

The officers will be aware of the above and the requirement at the start of the process and sign to state they agree to the terms.

There will be several evaluation points along the way, success will be measured by:

- Pass rate of the firearms conversion course
- Pass rate of initial 10 week mentoring and time needed to be spent on ICR, as deemed appropriate
- Pass rate of monthly assessments to retain licence.
- Retention of the officers within Protection Group.

We would anticipate a minimum of 75-80% overall pass rate on all the above to consider it successful.

Advertisement of this Programme:

It is recommended we do not overtly advertise this at present, to avoid any unnecessary adverse publicity from the MOD Police. We are confident that we have enough MOD Officers interested in this scheme, all of whom have approached us that we would not need to advertise this programme.

Recommendation:

It is respectfully recommended that CCMT approve the trial of the aforementioned programme for one intake initially of between 10-20 to start as soon as possible.

The plan would be to report back to CCMT how effective this was before making a decision whether to continue with the programme.



Insp Andy Fiddler

Police Officer Recruitment Lead

Workforce Planning