

## **Police Officer Career Progression and Manpower Planning**

The States of Jersey Police would normally look to recruit local residents to join at Probationary Police Constable rank and undertake 15 weeks of initial training before being given a tutor and placed within a specific Operations Shift for the remainder of their 2 year probationary period.

Thereafter, and during early years of police service, officers are required to further develop the necessary breadth of experience, confidence, technical and inter-personal skills. Once this is mastered, consideration is given to more specialist career opportunities for police officers. For example, if assessed as suitable, officers can apply to train as Detective Constables. This includes responsibilities for investigating more complex and demanding crimes.

It is at this stage that officers also develop discreet specialisations. For example, specialist interviewing skills for child exploitation investigations, or specialist skills to support complex financial crime investigations. Once appointed, officers are given significant additional training and support to help them develop the required specialist skills and capabilities.

As such, SOJP has a development pipeline in which the Force places significant emphasis on succession planning and talent development in order to ensure it has sufficient officers to meet both its generic and specialist skills needs.

### **Request**

Under normal circumstances, SOJP would look to recruit local residents and then embark on a longer term (internal) development programme to develop and maintain the required manpower and skills needs.

However, there is significant pressure to fill the newly created positions both quickly and with suitably qualified and experienced officers;

- At present, there is a shortage of suitably qualified and experienced officers to provide mentoring and support to a new intake of probationary police officers. SOJP currently has one set of probationary officers undertaking this programme and, following cutbacks, the Force no longer has the capacity to run two programmes in short succession. It is hoped that SOJP will recruit a further batch of probationary officers later in 2017, in line with expected officer retirements and leavers, and when sufficient tutor capacity is again available to support their training and development.
- It takes up to 6 months to recruit people locally, once the required processes, security checks and notice periods have been met. Thereafter it can take up to 4 years before an officer has the requisite experience to develop additional specialist skills
- There is insufficient capacity in the pipeline to support the specialist growth, tutor probationary officers and also undertake core policing functions.

As such, and in this specific instance, a local recruitment programme is neither an acceptable nor appropriate recruitment option.

It is therefore requested that the Force is allocated six 10 year licenses in order to recruit suitably experienced and skilled UK police officers and meet its immediate and exceptional resourcing needs.