



Re-Joining the Police Service with Thames Valley Police

Why Thames Valley Police?

At Thames Valley Police, we aim to build stronger, more resilient communities, providing a modern police force which meets the needs of the public we serve.

Preventing and thoroughly investigating crime, supporting victims and bringing offenders to justice. This commitment cannot be achieved by any one person alone; it relies upon a team of over 4,100 officers serving the people of the Thames Valley, supported by over 700 Special Constables (Volunteer Police Officers), 500 Police Community Support Officers (PCSOs), 2,500 Police Staff and 600 Police Staff Volunteers. They all work together alongside partner agencies and the public to keep the Thames Valley safe.

Thames Valley is the largest non-metropolitan police force in the country, covering 2,200 square miles of rural and urban areas across Berkshire, Buckinghamshire and Oxfordshire. Our patch is as diverse as they come – historic cities meet vast rural spaces. Cutting-edge organisations work alongside world-class universities. 2.3 million people call it home and 6 million visit each year. Thames Valley Police offers an exciting opportunity for both policing and career development.

There are four football league clubs and annual high-profile events including Royal Ascot, Reading Festival and Henley Regatta to keep an eye on. We often rise to unique challenges like the Royal Weddings and Presidential visits, with millions of people around the world watching on. We're home to Windsor Castle and the PM's country residence Chequers – which means we're also home to a Protection Group of armed officers second only in size to the Metropolitan Police.

As you can see, policing our region is no mean feat. It takes a dedicated team of officers, staff and volunteers. Our people are our most important asset. As well as many staff benefits, we provide a wide range of career opportunities, specialist posts, as well as development and promotion prospects.

A diverse and well supported organisation policing diverse and vibrant communities, we are committed to supporting our staff, eliminating all forms of discrimination and promoting equality. We welcome re-joiners from all backgrounds and experiences who meet our eligibility criteria, recognising that a diverse organisation is what helps to make us part of the communities we serve.

Career Development

Thames Valley Police relies on the leadership skills of its staff at all levels. The Force is committed to supporting the leadership and career development of all staff and to developing

their skills in line with organisational objectives and their personal career goals (whether promotion or lateral development).

Our re-joiner applications are open at Constable, Sergeant and Inspector levels. We also offer re-joiners the pathway to join as a Temporary Detective Constable to progress to become a substantive Detective Constable.

We also have exciting opportunities available to specialise in a variety of departments including opportunities for Detective Constables, in ARV and Protection Group (or those with the ambition to join) and many more. Please get in contact to find out further details.

Although as a re-joiner you would need to join Thames Valley Police at your substantive rank, we currently offer two constable to sergeant boards a year and two sergeant to inspector boards a year. This allows you to further develop your career.

This is your opportunity to take on a role with pride and confidence, inspiring change in our communities.

Pay and Allowances

Thames Valley Police adheres to the national pay scales and as such you will re-join on the same pay increment you previously received.

All Thames Valley Police officers currently receive South East Housing Allowance on top of national pay scales. This currently stands at £2000 per annum and we also offer a compensatory tax grant. It is available to all officers who have been serving since 1994 with no break in service. A scheme is also available for long serving officers who joined before this date.

Whether you are a member of The New Police Pension Scheme (NPPS) or the Police Pension Scheme (PPS) you automatically transfer to Thames Valley Police on the same pension scheme as you are on in your existing force (as long as you don't have a break in service). Please note that the British Transport Police pension scheme is a different scheme from the PPS. Anyone re-joining TVP who previously served with BTP since April 2006 cannot join the PPS. Please contact Mouchel Business Services on 01642 727333 for further information and specific advice.

Benefits

Thames Valley Police officers, police staff and special constables qualify for various concessions and services, such as reduced gym membership, travel concessions and technology savings.

Thames Valley Police offers various schemes surrounding sustainable travel choices such as cycling and public transport. We operate various schemes to support this including the Cycle to Work Scheme, TVP Lift Share Scheme and various concessions of major Thames Valley bus and train services.

To help promote a healthy work/life balance Thames Valley Police offers some fantastic discounts on days out, leisure travel, theatre shows, theme parks and many more. As well as this Thames Valley Police also have multiple benefits schemes surrounding health, welfare, housing, home environment, technology and many more to help support your daily life.

Personal Support & Advice

Thames Valley Police is a caring employer and provide a whole range of support initiatives to help with both you and your family's welfare. These include:

- Flexible Working - Thames Valley Police is committed to a policy of equality of opportunity and recognises that flexible working practices offer benefits both for the organisation and for all members of staff. Any officer can apply for flexible working due to demands of parental care, caring for an adult or for other specified needs.
- Occupational health and welfare counselling.
- Employee Assistance Programme to help you with practical information resources and counselling on emotional, work/life or financial issues. It is a 24 hour, 365 days a year service.
- A range of development and mentoring schemes.
- Membership of the Police Federation.
- Various Staff Associations and Support Networks which you are able to join, including the following:
 - The Police Federation.
 - Unison.
 - Support Association for Minority Ethnic Groups (SAME).
 - The Gay Police Association.
 - British Association of Women in Policing.
 - The Christian Police Association.
 - The Muslim Police Association.
 - Thames Valley Women's Network.

Shift Pattern

Thames Valley Police Incident & Crime Response Officers work a generic force wide shift pattern. This pattern consists of a six on, four off cycle and you will be required to attend one Training Day (this will fall on a rest day) in the 10-week pattern as seen below.

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	0700-1600	0700-1600	1400-2330	1400-2330	2100-0700	2100-0700	RD
2	RD	RD	RD	0700-1600	0700-1700	1700-0300	1500-2300
3	2200-0700	2200-0700	RD	RD	RD	RD	0700-1600
4	0700-1600	1400-2330	1400-2330	2200-0700	2100-0700	RD	RD
5	RD	RD	0700-1600	0700-1600	1700-0300	1700-0300	2200-0700
6	2200-0700	RD	RD	RD	TIA	0700-1700	0700-1600
7	1400-2330	1400-2330	2200-0700	2200-0700	RD	RD	RD
8	RD	0700-1600	0700-1600	1400-2330	1700-0300	2100-0700	2200-0700
9	RD	RD	RD	RD	0700-1700	0700-1700	1500-2300
10	1400-2330	2200-0700	2200-0700	RD	RD	RD	RD

Leave

You can expect to have 25-30 days paid annual holiday, depending on your length of service. This is on top of public holidays and rest days.

In addition, we make provision for a number of other forms of leave, including:

- Maternity, paternity and adoption leave.
- Special leave with pay.
- Special leave without pay.
- Carers leave.
- Parental leave.
- Career breaks of up to five years.

Please note that we are unable to honour any pre-booked annual leave. Annual leave can only be requested when you join us.

Accommodation

There are a number of accommodation options open to you when joining Thames Valley Police. These include renting force single accommodation or other key worker accommodation which you can usually apply for before you start with us. Other options include renting and purchasing a property through the Government's HomeBuy Scheme. Please note that it is your responsibility to find suitable accommodation prior to your start date.

Thames Valley Police Aims & Objectives

Operational Priority Outcomes:

- Reduce crime and incidents through problem solving.
 - The Force will focus on preventing crime through targeted and effective problem-solving and by disrupting those involved in organised crime.
- Bring more offenders to justice.
 - The Force will focus on improving the quality and timeliness of investigations.
- Protect the vulnerable.
 - The Force will focus on improving how we identify, understand and reduce risk and harm.
- Improve satisfaction among victims of crime.
 - The Force will focus on improving how we communicate and respond to victims and other people in need.

We aim to:

- Cut crimes that are of most concern to the community.
- Increase the visible presence of the police.
- Protect our communities from the most serious harm.
- Improve communication with the public in order to build trust and confidence within our communities.
- Tackle bureaucracy and develop the professional skills of all staff.
- Reduce costs and protect the front line.

To foster the trust and confidence of our community, we will:

- Take pride in delivering a high-quality service and keeping our promises.

- Engage, listen and respond.

Learn from experience and always seek to improve.

Re-Joiner Eligibility Criteria

To be eligible to re-join the police service with Thames Valley Police, you must:

- Have previously been a substantive officer i.e. not have left during your probationary period.
- Have previously been a serving police officer in a Home Officer or other suitable force.
 - These include: British Transport Police, Ministry of Defence Police, Channel Isles, or Isle of Man Police.
- Have completed the Initial Police Learning and Development Programme (IPLDP), or other versions of Initial Training Courses.
- Live within 30 crow miles of two of our main police stations by formal offer of appointment.
 - Milton Keynes, Aylesbury, Amersham, Wycombe, Slough, Maidenhead, Loddon, Reading, Newbury, Abingdon, Grove, Henley, Didcot, Bicester, Banbury, Witney, Cowley.
- Pass the necessary vetting and occupational health checks. Such checks will not be made until a provisional offer of appointment has been made.
- Have no outstanding discipline or integrity issues.
- Be able to show commitment to achieving high levels of attendance.
 - Attendance will be viewed against absence records for three years, this will be taken into account once a provisional offer of employment has been made.
- Be able to show commitment to achieving high levels of performance.
 - Performance will be viewed against Performance Development Reviews / Personal Development Portfolios covering the last year.
- Be able to provide evidence of core operational policing, including arrests made, interviewing and investigations.
 - This will be tested at paper sift and interview stage.
- Not have made an application to join any other force at the same time.
- Have resided in the UK for three years immediately prior to your application.
- Not be a member of the British National Party (BNP) or any similar organisation.
- Declare any business interests.
- Declare any membership or involvement with the Reserve Forces.
- Be able to satisfy tattoo guidelines.
- Applicants who have existing County Court judgements outstanding against them or who are registered bankrupt and their bankruptcy debts have not been discharged for at least three years will not be considered for appointment. Applicants with Individual Voluntary Agreements (IVA) will also be looked at on an individual basis.
- You must have a valid UK Driving Licence.

If you live outside of 30 crow miles from two of our main stations then please contact us to discuss your options prior to submitting an application.

Please note that different pay, conditions; pension and training arrangements may apply depending on which force you previously served with.

The Re-Joiner Process

- 1) Your application is papersifted to ensure you meet the eligibility criteria as above.
- 2) If you are currently serving in the Police Service of Scotland you will be required to pass an English Law Conversion Exam prior to being invited in for an interview.
- 3) You will be invited in for a Competency Based Interview, Thames Valley Police assesses officers against the Police Professional Framework (PPF). Please note that following your interview you may be subject to an honesty and integrity interview.
- 4) Following a successful interview, vetting, medical and fitness checks will be initiated.
- 5) We will contact your current force's HR department for a reference (please note we will ask your permission before we do this).
- 6) You will be required to attend a Fitness Test which will be organised by the recruitment team.
- 7) You will be required to attend a Medical Appointment which will be organised by Occupational Health.
- 8) Following vetting and medical clearances you will be posted onto the next available intake.
 - a. Postings are determined taking into account both individual preferences and the resourcing needs of the organisation. Whilst every effort has been made to meet individual preferences this, regrettably, cannot always be guaranteed. There will be an opportunity for you to discuss posting preferences at the interview stage of your application. On occasion, if resourcing requirements do not align with your stated preferences/or where you can travel to, we may put your application on hold until a suitable vacancy arises.

Returning Within One or Two Years

You complete the application form and follow the standard re-join process: applications and PDRs are assessed to confirm suitability and references are sought. Once the paper sift is completed, you will be invited to attend a formal competency based interview assessing you against the Police Professional Framework (PPF). Following a successful interview and once a provisional offer has been made, vetting and medical clearances will be initiated. We will also seek references at this stage. You will also need to take and pass a fitness test. Once you have completed these stages successfully, you will be posted to a suitable position. This process takes approximately six months from the date your application is received by us to formal offer of appointment. Please note this is a guide only and will depend on your personal circumstances.

Returning Within Two to Five Years

You complete the application form. Applications and PDRs are assessed to confirm suitability and references are sought. Once the papersift is completed, in some instances you will be invited to attend the National Assessment Centre (NAC) which you must pass before your application can progress. Your application will then move on to interview, vetting, medical, references and a fitness test. Once you have completed these stages successfully, you will be posted to a suitable position. This process takes approximately six to nine months from the date your application is received by us to provisional offer of appointment.

Returning After Five Years

In order to provide more flexible re-entry to the service, as per recommendation 4 of the College of Policing Leadership Review, changes were proposed to the legislation that governs re-joiner members to police forces in England and Wales as set out in Regulation

10b, Police Regulations 2003. Following consultation with staff associations, the Home Office and other key stakeholders, these regulatory changes were enacted on the 22nd February 2019. The changes remove the requirement that former officers must re-join a police force within 5 years if they wish to retain their previous rank. Instead, former officers may now re-join a force even if their previous service ended more than 5 years before re-joining.

Your Fitness

Your Body Mass Index (BMI) is assessed at your fitness test and medical appointment. Your BMI must be between the range of 18 and 32. You are advised to make adequate preparations.

Thames Valley Police conducted annual fitness tests for police officers. As such, you will be required to maintain your fitness levels throughout your service.

How Long Does The Process Take?

The transfer process takes approximately four to six months from the date your application is received. However, this is subject to organisational requirement, satisfactory vetting, occupational health and fitness clearances and the date of planned intakes.

Several things can delay the process, such as:

- Failure to complete all parts of the application or include copies of documents requested on the form.
- The vetting process can be long and protracted, if you have family members living out of our force area and if your current force is slow to provide information requested.
- If you have an outstanding complaint or vetting issue.
- A medical query has been raised by the Occupational Health Doctor which may need reference to your doctor or specialist or if your current force is slow to provide your medical health notes.

Intakes

We have multiple planned intakes for the future. Please contact the transferee recruitment team for more information on the next intake.

Training

It may be possible to accredit some training courses but this depends on the content, training location and timing of each training course. Once you have been posted and an intake date has been identified you will be asked to keep copies of your training record, including your driving certificates from your previous force. Upon starting with Thames Valley Police you are then responsible for contacting each training delivery manager to discuss the training courses you wish to be considered for accreditation.

Thames Valley Police has a public order training department. Officers can apply to be placed in a pool on their Local Policing Area to become public order trained. This will depend on operational needs of the area at that time.

The Initial Crime Investigators Development Programme (ICIDP) qualification is recognised by Thames Valley Police.

As driving courses are nationally-recognised, these can be transferred to Thames Valley Police. Depending on your pass date of the driving course(s), you may be required to do an update course. You are required to provide evidence of driving records (certificate) from your previous police force.

Upon transferring to Thames Valley Police, you will be required to attend an induction course, which is held at Sulhamstead Training Centre, near Reading. Home Office re-joiners of less than three years will attend a two-week course, re-joiners of over three years or non-Home Office re-joiners will attend a seven-week course.

Induction

When you transfer to Thames Valley Police, you will join an induction course at Sulhamstead Force Training Centre. All officers will receive the following mandatory training:

- Force Induction.
- Officer Safety Training or Refresher Course – Force incident management system.
- First Aid Training or Refresher Course
- Contact Management Platform Training
- NICHE Training
- Mandatory E-Learning

To find out more about how Thames Valley Police uses your personal data and how to exercise your data rights, see our privacy notice at <https://www.thamesvalley.police.uk/hyg/fpntvp/privacy-notice> or request a copy by calling 101.