



STAFFORDSHIRE
POLICE

Police Rejoiners

Do you miss being first to the scene? Tackling crime, engaging with our communities, educating young people and being the person, everyone looks to for help?

If you were a police officer and are thinking about re-joining policing, then we want to hear from you. We are looking for experienced officers to join our Local Policing Teams:

Here at Staffordshire Police we have recently transformed our operating model to modernise how we serve our local communities while operating to the highest possible standards. We see an officer's role as much more than just reducing crime; it's about reducing the fear of crime and supporting victims whilst working in partnership with communities to make a real difference and improve the quality of life for those living and working in Staffordshire.

Our Chief Constable's vision for policing in sees us working together to create a safe and confident Staffordshire secured by an outstanding local police service that is passionate about serving the public, caring for its people and working in partnership.

We are only as good as our people. It's really important to us that our officers and staff can be themselves in the workplace and we know that as an organisation we'll grow from the variety of thinking, approach and skills that diversity can bring; all of which helps us to deliver a better service.

Have you got what it takes?

We strive to ensure that the service we deliver, the information we provide and how we recruit is open and accessible to all. We work hard to create a safe, open and inclusive culture. To find out more visit our [Inclusion page](#).

If you have completed your probation period prior to leaving a Home Office force and achieved independent patrol status we'd like to hear from you.

We are looking for officers who see themselves as risk managers and can make difficult decisions that stand up to scrutiny. For this, officers will need to be comfortable in using tools such as the National Decision Model and THRIVE, which help you to understand the problem, assess the risk and tackle the issues.

Why choose Staffordshire?

When you join Staffordshire Police you can expect a career full of variety and diversity in a job that challenges you but is also highly rewarding. It offers you the opportunity to progress through the ranks or specialise in certain business areas while playing a vital role in helping us to achieve our priorities and serve the communities of Staffordshire.

Are you eligible?

We are only accepting applications from experienced constables and Sergeants from Home Office forces who have completed their probationary period prior to leaving the force and achieved independent patrol status.

To apply you must:

- Have served in a Home Office Force or British Transport Police (BTP).
- Have completed your probation period prior to leaving the force and achieved independent patrol status.
- Have had no disciplinary, integrity or performance issues.
- Pass the necessary vetting, occupational health and fitness checks. Such checks will not be carried out until after a successful interview.
- Be able to show commitment to achieving high levels of attendance.
- Demonstrate a passion and commitment to Staffordshire Police.
- 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 submitting your application, or be able to provide a certificate of good conduct from the relevant country.

- Not be a current or previous member of a proscribed terrorist organisation or group.
- Declare any business interest.
- Declare any membership or involvement with the reserve Forces.
- Not have tattoos which could cause offence (see below for full details).
- Not have any existing County Court Judgements (CCJs) outstanding against you or have registered bankrupt and not have been discharged for at least three years.
- Have a full UK manual driving licence (by time of appointment).

Applications from re-joiners who have been out of the role for more than 5 years, will be considered on a case by case basis dependent on skills and experience. Please complete and upload the Re-Joiner Learning Needs Questionnaire to your application before submitting. The document can be found at the bottom of the advert.

What Can We Offer You?

When you join Staffordshire Police, you can expect a career with variety, diversity, challenges and rewards. You'll be a key figure on the front line - a vital job that matters to the public but also matters to us.

We will give you:

- National salary
- 22 days per year annual leave, rising to 30 days (based on a working day of 8) a year depending on your length of service.
- Opportunity to progress through the ranks and/or specialise in an area of policing that interests you most.
- Highly competitive pension scheme.
- Occupational Health and Welfare support for advice and counselling.

- Access to discounts, savings and cash back rewards via the Blue Light Card.
- Salary Sacrifice Lease Car Scheme
- Progressive approach to flexible working, enhanced family friendly leave and potential for a career break (after two years' service).
- Opportunities to join various support networks, staff associations and sports clubs.
- Access to subsidised gyms (depending on location).

To support your health and wellbeing we have excellent welfare services including a dedicated welfare team, chaplaincy support and mental health first aiders who offer in-house service to support your mental health and wellbeing when you need it. TRIM practitioners also offer post incident trauma support.

Staffordshire police has a number of staff support networks, Unison support and advice for members from our Staff Association [Staffordshire Police Federation](#).

We have on-site gyms and a range of sports clubs, all of which aim to promote health, friendship and fun amongst police officers and staff. With various activities to choose from there's something for everyone, irrespective of age, rank, experience or sporting ability.

You will be supported by a mentor once you are assigned a specific role in a team.

After your initial training, we support the continuous professional development of our officers.

How do I apply?

The recruitment process consists of the following stages and you will be notified at the end of each stage whether or not you have been successful and therefore eligible to proceed to the next stage.

Stage One: Application form

You will be advised at the end of the applicant form if you have met all the requirements and are able to progress to the next stage. It is very important that you follow the instructions as incomplete forms will not be accepted. The

eligibility assessments within the form checks your eligibility in line with the national recruitment standards.

Stage Two: Online force interview

An interview will be conducted by a panel of Staffordshire Police representatives. This interview will be based upon the [competency and values framework](#).

Stage Three: Pre-employment checks

This is when we begin our pre-employment checks which consist of a medical, vetting, biometric vetting, substance misuse and a fitness test.

- Fitness test: you will need to obtain level 5.4 in the bleep test.
- Medical: you will be required to complete a questionnaire with your medical history which will be reviewed by our Occupational Health team.
- Biometric Vetting: we will take your fingerprints and DNA and check them against the appropriate database.
- Substance misuse: we will also collect a sample of hair to test for the presence of inappropriate substances.
- Vetting: this will assess you and your families' criminal record, financial status and business interests.

FAQ's

What Training will I receive?

Bespoke training will be provided considering your experience and time away from policing. A Training Needs Analysis is carried out as part of the application process to establish what training is required.

Upon joining Staffordshire Police, you will complete our week-long induction training which will signpost and familiarise you with the workings of the force whilst equipping you to help us achieve our force priorities.

As well as providing an overview of Staffordshire Police you will receive the following:

- Niche training

- Inputs from Driver Training, Operational Personal Safety Training, Police Federation, and an address from a Chief Officer
- Sessions on IT and Airwave, Code of Ethics and Professional Standards, Investigation Framework and a re-attestation.

How long does the process take?

It can take approximately six months from applying to appointment.

What will my salary be?

We use the national pay scale and will put you on the same pay scale as you left on.

What happens with my pension?

This depends on which pension scheme you are a member of and whether the gap in service is more or less than five years. Generally, an officer has the option to combine any previous pension benefits, however we would recommend you contact your previous force pension administrator to discuss your personal circumstances.

Can I choose where I will be stationed?

During the selection process you will be asked to identify which district of Staffordshire Police you would prefer. Your preference will be accommodated where we can but this may not always be possible and you could be posted to anywhere within the county. We review preferences, home address and current vacancies to determine a posting.

What shift patterns do you operate?

Staffordshire Police operates a number of different shift patterns designed to meet force and local policing operational requirements. If you are successful through the recruitment process, you will be notified of your posting and details of your exact station in Once you receive this you can view your shift pattern on our Duty Management System.

If you have any further questions about the process, please contact our recruitment team at hrrecruitment.team@staffordshire.police.uk