



STATES OF JERSEY POLICE

INFORMATION FOR POLICE OFFICER RECRUITS

This online information pack contains the following sections:

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PLEASE NOTE:

INFORMATION FOR CANDIDATES ABOUT FITNESS LEVELS AND THE LOUGHBOROUGH FITNESS TEST IS CONTAINED WITHIN A SEPARATE DOCUMENTS ON THIS SECTION OF THE WEBSITE.

1. INFORMATION ON ENTRY & SERVICE REQUIREMENTS

GENERAL

The States of Jersey has a history dating back to 1853, with the formation of a small body of uniformed officers operating solely within the Parish of St Helier. In 1952, the first Chief Officer of Police was appointed when legislation brought about the creation of a professional body with Island wide responsibility. Since 1972, the Force has been reorganised and with the introduction of modern equipment and communications, coupled with a comprehensive training programme and a high standard of entrant selection, it has become both progressive and efficient.

The service offers opportunity, variety and job satisfaction. The many areas of operational Police work include Uniformed Patrol, Licensing, Community Policing as well as Crime Services which includes Criminal Investigation, Drugs, Intelligence, Special Branch and Joint Financial Crime Unit.

Qualifications for Appointment

To be eligible for appointment in the Force a candidate must: -

- a) Be more than 18 ½ years of age;
- b) Be locally qualified under the Regulation of Undertakings Law;
- c) Be of good character;
- d) Possess good health, physique and eyesight;
- e) Pass the agreed recruitment and selection process;

The Home Affairs Ministry may, for reasons to be recorded in writing, appoint a candidate who does not satisfy any or all of the conditions.

Training

A Police Officer is on probation for an average period of two years following appointment. However, this probationary period allows for different speeds of development. Early confirmation can be endorsed for fast developers or extended in certain circumstances. At the end of the probationary period, or at any time during it, the services of a Police Officer may be dispensed with if it appears that he/she is unlikely to make an efficient Police Officer.

Officers will continue to receive refresher training courses throughout their service and selected officers may attend specialised training courses at United Kingdom Police Training Establishments or be seconded to other Forces in the United Kingdom.

All Police Officers are required to qualify in First Aid.

Hours of Duty

The normal working week will consist of 40 hours averaged out over the agreed shift cycle. With effect from 1st January 2006 the normal tour of duty will be either an 8 or 10 hour shift and this may be performed during the day or night. An officer will normally be allowed a paid 45 minute meal break during a rostered 8 hour shift and a 1 hour paid break during a rostered 10 hour shift. Authorised overtime is paid for hours worked in excess of normal working hours.

Those employed outside their normal hours of duty at the expense of private individuals or organisations receive a special duty allowance.

Leave

Officers' entitlement to Rest Days will be in line with the current agreed shift pattern. In addition, Officers will be given public holidays (or days in lieu if worked). An Officer is granted leave in each calendar year according to his length of service e.g. commencing with 22 days and increasing to 24 days after 5 years and to 25 days after 10 years, 26 days after 16 years and to 27 days after 20 years. When a normal period of duty includes a Bank Holiday the Officer is granted 1 day's leave in lieu, and is also paid for the day worked at the appropriate rate.

Pay And Allowances

Current rates of pay are shown in a separate schedule. Salary is payable monthly in arrears.

Uniform

All articles of uniform and equipment necessary for the performance of Police Duty are provided.

Promotion

Any officer is eligible to sit the agreed promotion examination once they have successfully completed their probationary period. Once an officer has passed the knowledge test he/she will be eligible to apply to attend the agreed promotion process.

Pensions and Length of Service

A member of the Force may resign at any time giving one month's notice. The post is pensionable, but under the Public Employees' Contributory Retirement Scheme a member must be at least 20 years of age before joining the scheme, but membership is compulsory thereafter. An Officer's pension accrues at the rate of 1/60 per year of service resulting in a person who serves 30 years receiving a pension of half pensionable salary earned during the best year of the final 3 years of service. The employee's contribution is 5% of salary.

Provision is also made under the scheme for pensions for those who are obliged to retire on medical grounds and to the widows and children of Officers who die whilst in service or after retirement.

Social Security

Deductions are made from gross monthly earnings in accordance with The States of Jersey Employment & Social Security Law. The current contribution rate stands at 6.00% on a maximum capital earnings limit of £2,980 per month. As of January 2008, the maximum capital earnings limit will increase to £3394 per month.

Medical (under review)

Normal medical treatment is paid for by the States of Jersey Police Force. In addition 1/16 of the total social security payment is refunded on a monthly basis together with the refund of all NHS prescriptions which currently stand at £2.10 per item.

Recreation

The Police Athletic and Social Club, of which every Police Officer is expected to become a member, organises social functions on a regular basis. Representative matches of football, cricket, bowls and swimming are played against local and visiting teams, and Force teams visit Guernsey, the United Kingdom and France.

Jersey Police Association

The Police Association represents members of the Force in all matters affecting their welfare.

A member of the Force is not permitted to be a member of any trade union, or any association having for its effect, or one of its effects, to control or influence the pay, pensions or conditions of service of the Force.

Restrictions on Other Employment

No member of the Force shall engage in any undertaking, trade, profession or occupation or employment of any nature without the consent of the Chief Officer.

Resignation From The States' Police Force

An officer may resign from the Police Force by giving one month's notice in the normal manner, in addition, should he/she resign before pension is due, the amount paid to the Treasurer for pension contributions received from a United Kingdom Force, together with contributions to the Public Employees Retirement Scheme, plus interest may be refunded. It may also be possible to transfer accrued benefits to an alternative approved scheme.

How to make an Application to Join The Police Service:

Candidates possessing the qualifications mentioned in paragraph 2 should apply to the Human Resources Department, Police Headquarters, Rouge Bouillon, St Helier, Jersey, for an application form. This should then be completed in the applicant's own handwriting and returned to the Human Resources Department. The applicant should then await further instructions.

2. THE PROBATIONER TRAINING PROGRAMME

FOUNDATION COURSE

We now look at what happens once the successful applicant is appointed to the Force.

On average the first two years of a Police Officer's career are 'on probation' and they are referred to as 'Probationary Constables'. As from summer 2005, recruits no longer had to travel to the UK for their initial training, and the programme is instead run locally by the Force Training Department.

Let us look at this programme in greater detail.

Foundation Training Module

On appointment officers will spend the first 15 weeks at Police Headquarters attached to the Force Training Department. During the first couple of weeks, the new recruits will be introduced to a range of subjects from Using a Pocket Note Book to Police Communications, and 'Equal Opportunities to Health and Stress Management. Officers will also look at how laws are made in Jersey and the Island's unique Honorary Police system.

Recruits will then progress to learning the various aspects of the Jersey Law, using a variety of training methods. Officers will look at the wide variety of laws relating to evidence and procedure, traffic, crime and general police duties.

Officers will divide their time between learning the theoretical side of law and procedure in the classroom, and carrying out realistic role-plays within the community using local contacts. Liaison visits will also be arranged locally, introducing officers to agencies such as the Children's Service, as well as the Drunk and Incapable Unit.

Throughout the programme, recruits will be given the support and guidance of the Training Team, who will monitor their development. Regular knowledge checks will be carried out to assess officers' level of understanding of law and procedure.

Fitness will also play an important part within the training programme, with officers undertaking regular fitness sessions, as well as participating in the officer safety programme where officers are taught how to use their personal protection equipment safely and properly.

Tutor Phase 1 (5 Weeks)

Tutors are experienced Police Constables who have been chosen for their suitability to train probationary officers whilst engaged on patrol duties. The Probationers will look for opportunities to put into practice all that they have learnt so far, but will have the security and knowledge of an experienced officer working alongside them.

Tutor Phase 2 (5 Weeks)

A further five weeks will be spent with a different Tutor Constable enhancing the Probationer's development with a view at the end of this period to confirm them for solo patrol. This period is flexible, taking into account the different rates at which officers develop.

Supervised Patrol (3 months)

Once on solo patrol, officers' development will be closely monitored, and they will receive support and guidance from their supervisors. Meetings with their supervisors will be held monthly to ensure that they are progressing well.

Probationer Development Courses (duration to be confirmed)

Before the end of the 2 year probationary period, further weeks of law and procedures will be undertaken in the classroom which will bring the Officers up to the standard required to perform their duties effectively. Officers will also be required to carry out a number of attachments to different departments in order to develop their skills in a variety of areas.

Confirmation

Approaching the average two-year stage, a review of an Officer's performance is carried out by the Inspector (Training Department) in consultation with Tutors and Supervisors. The Chief Officer will then recommend to the Home Affairs Ministry that the Officer is confirmed in the rank of Police Constable. Officers can then look forward to a demanding but rewarding career.

3. RECRUITMENT PROCESS

HOW DO YOU BECOME A POLICE OFFICER?

Recruitment Principles

The recruitment and selection of suitable staff in whatever type of organisation you care to name, is vital to the continued success of that organisation in achieving its goals and purpose.

Service to the community is a primary objective of any States department, and ensuring that the public sector employ the right people for the right job is of paramount importance, none more so that in a States department having constant contact with the community in multifarious situations, such as the Police service.

A systematic approach to selection relies upon logical progression through different stages, testing and assessing a person's character traits, physical and academic suitability and abilities. In this way, a potential employee can be assessed in order to establish suitability as far as the employer is concerned and, of equal importance, making the candidate fully aware of as many of the aspects of the work involved as is possible, so that they feel comfortable in the position for which they are seeking appointment and know this is the career for them.

With this in mind, and being very conscious that the Police service, although far from unique in personnel terms, does have particular responsibilities to the community to ensure the most suitable people become Police Officers, there is a detailed and structured recruitment and training programme.

Initial Application

There are two main ways in which we receive enquiries about careers in the Police. People who are looking for a career apply of their own volition throughout the year and, secondly, we run specific advertisement campaigns to coincide with our intake. On return of the application form and essay security checks will be run on the applicant. However, this does not mean that because you have been convicted of a minor offence in the past, or appeared at a Parish Hall, you are automatically rejected. Of course, Police Officers are required to be of good character, and anyone convicted of a more serious matter would not be considered. Minor matters, such as motoring offences, are taken into account, along with other points, but would not necessarily bar you from application.

Police Initial Recruits Examination (Under Review)

All candidates are required to take a Police Initial Recruits Examination, which is a national test designed to assess a variety of abilities that you may reasonably be expected to use as a Police Officer, and is taken by all applicants for the Police Service, throughout the United Kingdom. A written assessment is also carried out at the time of

the PIR Examination. When you successfully pass the exam and written assessment, you are then invited to the interview stage.

Interviews

You are seen at Police Headquarters by an experienced supervisory officer, when general background information is obtained and the many questions you have are answered. The interview will be quite detailed and the interviewer will provide information about the areas of concern e.g. shift work, training or the more unsavoury aspects of the job.

Fitness

Physical fitness assessments will be made. A full training programme is given to each candidate, to help them gain the correct level of fitness. Please see the separate document in this section which gives a detailed account of what candidates need to obtain regarding levels of fitness.

Assessment Centre

If the interviewer recommends progression of the application, then the person is invited to Police Headquarters for a day's extended interview assessment. Prior to attendance, a full medical, ophthalmic and dental examination is carried out, to ensure physical suitability. The day itself is awaited with some trepidation by most candidates, but by the end all agree it was enjoyable and not what they expected. During the day, there is a presentation of a short, pre-prepared lecture, discussion groups, and teamwork exercises. Each candidate is continually assessed throughout the day, and at the end, following much discussion by the assessors, awarded a grade.

Appointment

Once appointed, they enter a two-year training programme, designed to ensure that we build upon the positive traits displayed during recruitment. Again, they are continually assessed and developed throughout this period, ensuring at the end of that time we provide fully trained, competent officers for the States of Jersey Police.

4. THE HISTORY OF POLICING IN JERSEY

The Past

The story of uniformed policing in Jersey goes back to 1853. However, before that, policing was carried out by the Honorary Police in each Parish on a purely parochial basis.

In the early 19th Century crime was widespread, particularly in St. Helier, where 25,000 people lived in the town area and were policed by four Centeniers, seven Vingteniers and twenty-four Constable's Officers in an honorary capacity. Such was the rate of crime that several areas employed night watchmen in an effort to protect themselves.

This unsatisfactory situation continued until 1846 when a Royal Commission, led by Thomas Bros and Thomas Ellis, was sent to Jersey to investigate the state of the criminal law in the Channel Islands.

Amongst a variety of recommendations that were made, two notable ones were the codification of the criminal law of the Island, which was then as it is now, basically common law, and the appointment of a professional, all Island Police Force. Neither was implemented at the time.

In 1853 however, the first uniformed Officers appeared on the streets of St Helier as the "Garde En Nuit" or Night Watch, who were Paid Police Officers, numbering ten in all, working under the control and direction of the Constable of St Helier, between the hours of 6 p.m. and 2 a.m. each night.

The uniforms for these Officers were manufactured locally. Other equipment such as truncheon, helmet, rattle, lamp, etc, was obtained from the United Kingdom. The men had to pay for their own uniforms, the cost being deducted from their weekly wage of 23 shillings (£1.40).

The officers worked from the Town Hall in Seale Street and in addition to their normal duties were also responsible for fire fighting. This led to discontent amongst both the men and the public who realised that whilst eight men were fighting the fire and two officers were at the Maison D'Arret superintending the felons, the burglar and the thief were free to do whatever they wished. As a result, fifteen years later, a special volunteer fire fighting force was set up and Police were called on only in emergencies.

A description of the Police Force was given in the "Gossiping Guide to Jersey" dated 1862, which relates:

"It is but within the last few years that Jersey has had the benefit of a salaried Police Force. Before that time their duty was performed by the Honorary Police but the rapidly increasing population of St Helier and the inability of the latter Force to overhaul or apprehend criminals who, for the most part belong to the nomadic or alien residence, led to the establishment of a body of men after Sir Robert Peel's model.

The Jersey 'Blue Bottles' do not, however, come up to the mark of their British Confederates, their number - 10 is inadequate to their area of operation, their style and

set up is clumsy and rustic looking, and with all the tendency of their order to be out of the way when wanted and intrusive when unrequired, they possessed none of the trimness nor esprit de corps of our Metropolitan or Provincial Bobby! Not an auspicious beginning to the Police Force."

Despite such criticism, the Force continued to police St Helier and discipline did increase, as did the realisation of the value of the uniformed "Bobby".

During the 1890's white sun helmets were introduced, reflecting warmer summers gone by, and whilst still under the direction of the Constable of St Helier and known as the St Helier Paid Police Force, Officers began to work day time shifts in addition to night shifts.

The most senior rank at this time was Station Sergeant and the first traffic patrols appeared in the early 1890's when Officers were permitted to patrol on pedal cycles. The problems of transporting prisoners were solved during this time when drunks were conveyed to the Police Station by use of a large handcart and this method of transport continued until shortly before the Second World War. Both modes of transport are still on display at Police Headquarters.

The value of Paid Police Officers was now beginning to be appreciated by other Parishes within the Island and St Brelade and St Saviour were amongst the first to enlist their assistance even as far back as 1906. Members of the Uniformed Paid Police, Sergeant Jack Jovan and PC Jim Le Reverand, had given valuable assistance to the St Saviour's Honorary Police in a murder which resulted in the conviction and execution of the guilty men.

One of the more unusual duties of Police Officers during the 1930's was when two Officers were required to meet the incoming aircraft on St Aubin's beach in order to ensure that holiday makers and other members of the public were not put in danger.

Jersey had its own mounted section up until 1930 when the Force used two horses on loan from local stables to patrol the town and beyond, when requested by the Constables of outlying Parishes.

Red and white armbands had been introduced to the Police Force in the late 19th Century as a result of complaints that certain Officers spent more time in public houses and the public were unable to identify whether an Officer was on or off duty! The duty bands, which were only worn when on duty, solved this problem and were discontinued in 1970.

At the outbreak of the second World War the St Helier Paid Police Force numbered almost 50 Officers and during the war continued to police St Helier and, when required, the rest of the Island. Between the years 1940 to 1945 the Island was occupied by about 10,000 men of the German Armed Forces as well as almost 2,000 slave workers.

A curfew existed from 10pm to 6am during the winter months and 11pm to 6am during the summer months. Members of the German Forces who were not on duty were also confined at night.

The local Police Force was permitted to function insofar as the civil protection of local inhabitants was concerned, but were not permitted to exercise any authority towards members of the German Armed Forces.

In 1943, with an increase in crime, it became necessary to augment the 48 Paid Police Officers with 40 Special or Auxiliary Police Officers. The Uniformed and Auxiliary Police patrolled the town and suburbs, the remainder of the Island being covered by one patrol car at night and one motorcyclist by day. Both these vehicles were privately owned and on loan to the Police Force.

Despite the fact that there was a directive that the Police Force should not exercise their authority towards members of the German Armed Forces, with 800 troops arriving and leaving the Island each week, many awkward situations arose. On one occasion a Police Officer on harbour duty disarmed an armed German sailor who, when drunk, ran amok, discharging his weapon.

The Senior Uniformed Police Officer during the Occupation was Staff Sergeant Tommy Cross, the holder of the military medal for bravery in the field during the Great War. He was subsequently awarded a British Empire Medal for distinguished services during the Occupation.

Surviving the War, the Police Force started to take on something of the form of the service of today. In 1950 a mobile section was formed, the brainchild of the late Senator George Troy. However, the Force still remained a Parish body until, in 1951, Sir Alexander Maxwell and Mr FT Terry came to Jersey at the request of the States to investigate the Police system and submit their views and recommendations.

As a result of this report, in 1952 a Police Bill was passed which transferred control of the Police Force from the Constable of St Helier to the States of Jersey Defence Committee and appointed a Chief Officer of Police, Mr E Le Brocq. In addition, with the increased numbers that such a Force would require, whilst still using the Town Hall as a Town Police Station, the Police Force moved its centre of operations to Rouge Bouillon on the site of the Old Town Arsenal.

The Jersey paid Police as it was now called, were now permitted to carry on their duties of preventing and detecting crime and maintaining the peace on an Island wide basis provided they had the permission of the Constables of the parishes other than St Helier to do so.

A more extensive mobile system was formed and a motorcycle section was inaugurated. Forty-seven Officers formed the nucleus of the new Force on the 24th May, 1952, and on the 7th June, 1952, they were supplemented by 17 new recruits at an initial wage of £6.10s per week.

The Force continued through the next decade slowly expanding and benefiting from experience of Officers attending United Kingdom courses and in 1960 the name was changed to the States of Jersey Police.

By 1961 the uniforms had taken more or less the shape of today's with the additional pockets, collar and tie and States of Jersey helmet plate.

On the retirement of Mr Le Brocq, his successor was Mr L Johnson, an experienced Police Officer from the United Kingdom, who carried out a large scale re-organisation and under his guidance there was an increase in establishment and the first recruitment of Police Women to the Force.

The use of Police dogs in Jersey dates back to the early fifties when a bloodhound called Rollo was borrowed from its owner when required for police duties. This arrangement unfortunately stopped on the occasion that the dog fell off the breakwater whilst taking a walk (off duty) and had to be put down. In the early 60's three Officers from this Force became dog handlers after receiving periods of training in the United Kingdom.

During Mr Johnson's term as Chief Officer, a radio communication system for men on beat duty was introduced, as was United Kingdom training for initial recruits. It was also Mr Johnson who laid the plans for the then Headquarters at Rouge Bouillon to be extended and during this large scale rebuilding, the Police Headquarters were temporarily housed on the site of the Crèche in Parade Gardens.

In 1966 Mr Johnson was succeeded by Mr James Axon, an Officer with over 30 years experience in the Metropolitan Police, who had previously been in Jersey in connection with the investigation of sex crimes.

By this time the Police Force now had a strength of 129 Officers. The Criminal Investigation Department comprised of 15 Officers including Photographic and Fingerprint experts and Crime Prevention Officers.

Two notable things occurred in 1970, one the rank of Corporal was abolished, and two the white summer uniforms introduced in the 1950's were replaced by Policemen in shirt sleeve order.

In 1971 the Force was inspected by Mr RG Fenwick, QPM, her Majesty's Inspector of Constabulary, and as a direct result of the report submitted by him, the Police Force (Jersey) Law, 1974, was enacted.

This law placed the duty on the States of Jersey Police to police the whole island and formally gave Officers of that Force the power to arrest persons reasonably suspected of having committed, committing or being about to commit any offence.

This law also reinforced the view of the States that the States of Jersey Police and Honorary Police should continue to work together, and charged the Honorary Police with the duty to inform the States Police, and allow them to investigate criminal offences which occurred in their Parish.

Upon the death of the Chief Officer, Mr James Axon, the post was taken by Mr Edward Cockerham, QPM, who had been one of the original members of the Jersey Paid Police Force in 1952.

Following the growth of various specialist departments within the Police Force at this time, the establishment was raised to 167 and the Force continued to expand in its functions, duties and experience.

With such expansion, the Headquarters at Rouge Bouillon became more and more cramped and, following negotiations by the Defence Committee, permission was given by the States for the Police Force to take over the adjoining girls' school as a Headquarters building and use the existing building as a Police Station.

On the retirement of Mr Cockerham in 1983, Mr D Parkinson, Ex-Deputy Chief Constable, Derbyshire Constabulary, was appointed on contract and in September of the same year the new Headquarters building was officially opened.

Expansion of the Police Force continued in 1984 when the establishment was raised to 210 and the internal organisation and workings of the Force were re-appraised. The following years saw the continued development of a professional Police Force which was capable of providing an excellent policing service to the Island.

In October 1993, Mr Parkinson retired and a new Chief Officer, Mr RH Le Breton, was appointed.

The Present

In December 2000, Mr Le Breton retired from the Force and Mr G Power was appointed as the new Chief Officer, Mr Power transferred to Jersey from Edinburgh. The Force has continued to develop with the emphasis being placed on forging closer links with the community and enhancing the quality of life in the Island.

The overall strength of the Force has increased to 242 Police Officers, who are supported by 96 other staff in a variety of technical, specialist and administrative roles.

Though the roots of uniformed policing go back to 1853 and can look back on a unique history in respect of its development, the last 35 years have probably been the most significant in terms of ensuring that the Island has a modern, professional and efficient Police Force with which to look towards the future.

The Future

As the Force enters the 21st Century it is seeking to make the most of its operational capabilities at a time of increasing financial constraint. To this end, the emphasis will be placed on front line Operational Policing to tackle the problems of a growing population, increased links with European and International finance centres and a changing tourism market.

Wherever possible, support staff will be utilised in areas where the skills of a highly trained and efficient Police Officer are not necessary, to ensure that they can concentrate their efforts on the prevention and detection of crime and the provision of a high quality Police Service to the public.

5. GUIDE TO COMPLETION OF APPLICATION AND MEDICAL FORMS

It is in your own interest to complete this application as accurately as possible. The information you supply will help us determine your suitability for appointment. If any portion of this form is not completed, it may result in either the whole form being returned, a delay in your application or the possibility of your application not being considered.

- Complete the application form clearly, using BLACK pen.
- Use your own normal handwriting for all sections.
- Answer all questions by providing the required information and ticking the appropriate boxes. If any questions or part of a question does not apply to you please write 'NOT APPLICABLE'. Whilst you may enclose a CV, it must not be used as a substitute for the application form.
- Please where possible contain your answers to the space allocated. However, if you require additional space, please use a continuation sheet.
- Ensure that you have read, understood and signed the declaration on page 13 of the application form.
- Ensure the 250 word essay is undertaken and submitted with the application & medical forms to the Human Resources Department. Failure to do so will result in the application being delayed.
- To essay is to be competed in whichever style the applicant decides to and must be written by applicant in their own handwriting, and preferably in black ink.
- The Capita Health Solutions Medical form must also be fully completed and placed in a separate sealed envelope with your full name clearly marked on the right hand corner together with Occupational Health Department.
- If you have ticked yes to either (i) or (ii) for question 16 on page 12 of the application form you must enclose an up to date Snellens test with your application.

To obtain a Snellens test you will need to arrange an appointment with your usual optician, stating clearly the reason why the examination is required.

Applicants should have unaided vision of not less than 6/24 in each eye (Snellens test) and be able to see binocularly 6/6 with correction. Applicants with unaided vision between 6/24 - 6/36 will be considered on an individual basis. Minimum acceptable corrected vision 6/12 in worst eye. Applicants who wear glasses are accepted, as are applicants who wear contact lenses

- Your application will be dealt with as quickly as possible, however, the post of Police Constable carries considerable responsibility, and therefore extensive enquiries have to be made in relation to all candidates. These may take some time to complete. If you have any queries or wish to ask about the progress of your application you should contact the Human Resources Department at Police Headquarters. Please be patient and do not terminate your present employment until you have been offered an appointment as a Police Constable.
- If you have any queries, please contact the Human Resources Department on 612360.
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DATA PROTECTION (JERSEY) LAW 1987

Please note that the information supplied on this form may be held on computer and that enquiries made in processing your application may include reference to personal data held on police computers

Send your completed application to:

Human Resources Department
States of Jersey Police
P O Box 789
St Helier
Jersey
JE4 8ZD

6. SEQUENCE OF EVENTS FOR APPOINTMENT OF POLICE CONSTABLES:

- Advertising in the local media
- Application form and 250 word essay received from candidate
- Paper sift of application form and essay to check for standards such as presentation and accuracy
- Police initial recruitment exam (PIR): multiple choice questions and written English papers
- Security checks of applicants and immediate family members as indicated on form
- Interview - a one to one interview with a Police officer of rank
- Medical examination - a full assessment to include dental, sight and hearing checks by our Occupational Health department
- Physical competence assessment
- Extended interview day - individual and group exercises to assess competencies plus a short interview with a Police officer of rank and an HR representative
- Offer of a position with the States of Jersey Police
- Enrolment
- Swearing in at the Royal Court
- Police Headquarters for 15 weeks of intensive training
- Operational period: ten weeks of tutorship and assignment to the 'on street' development unit
- Supervised Patrol
- Further study: Attendance at 'in house' development programme which provides practical inputs
- Completion of probationary period: This can last for 2 years though fast developers will be 'confirmed' early
- Appointment confirmed by Chief Officer

7. POLICE CONSTABLE SALARY SCALE:

(Amended on 1 June 2007)

On Appointment	£30,226
PFC (9 Months)	£31,831
After 1 year	£33,887
After 2 years	£40,511
After 3 years	£42,388
After 4 years	£44,361
After 8 years	£46,412
After 12 years	£48,567