

THE EMERGENCY SERVICES SHOW
Takes place in Hall 5 at the NEC, Birmingham on Wednesday 18 and Thursday 19 September. **P06**

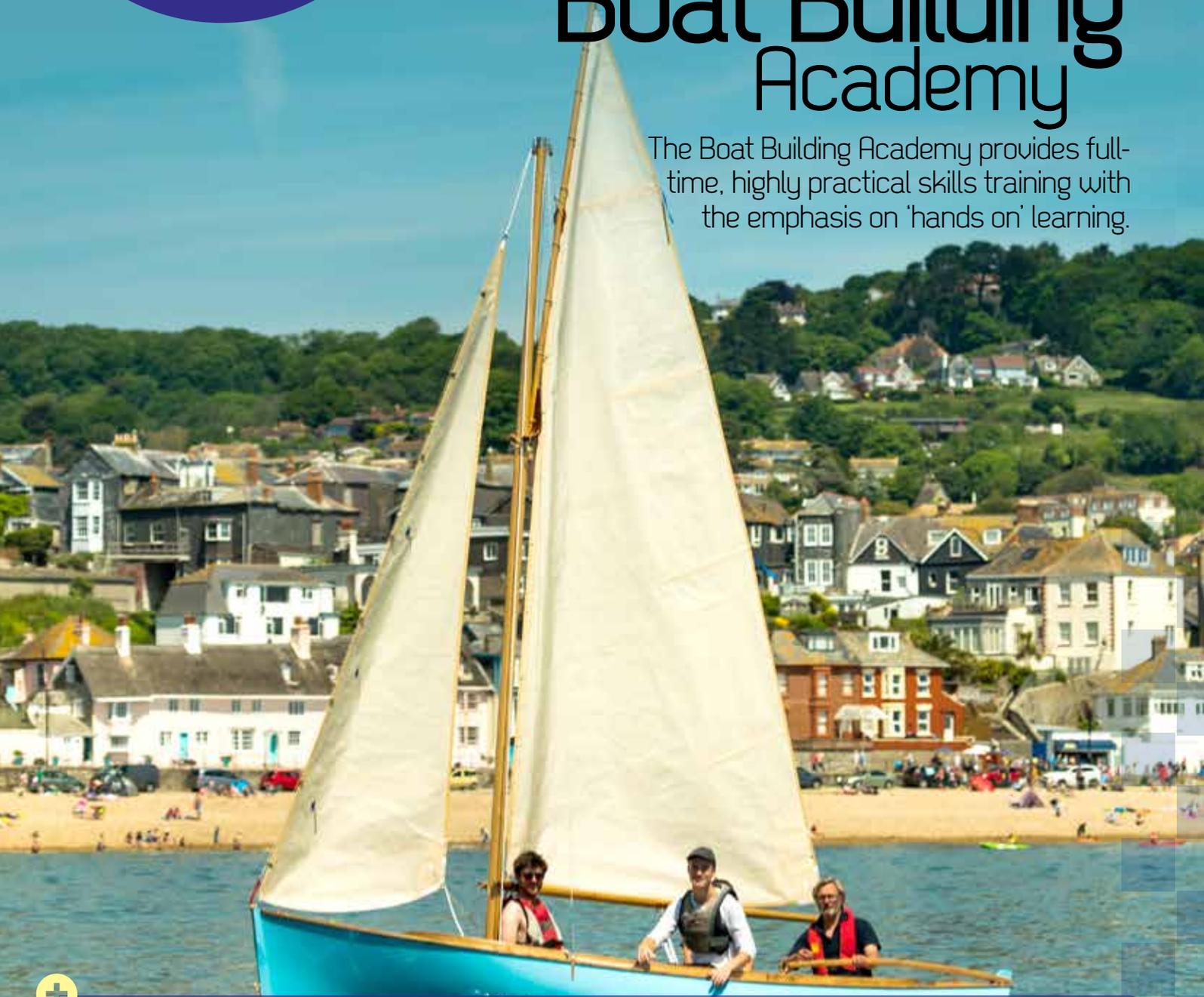


P O L I C E R E S E T T L E M E N T

magazine

The Boat Building Academy

The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands on' learning.



CIVIL NUCLEAR CONSTBULARY

With over 1,300 highly trained police officers and police staff, the Civil Nuclear Constabulary is a specialist armed police service dedicated to protecting the civil nuclear industry. **P08**

TOP TIPS FOR CREATING A GOOD CV

Putting together a successful CV is quite easy once you know how. Its important to take all of your skills and experiences and tailor them in to a clear and concise format. **P16**

SAVA

If you are looking for a new career, have you considered re-training to become a residential surveyor? Working as a residential surveyor and valuer is the perfect way forward for those with an interest in property. **P22**

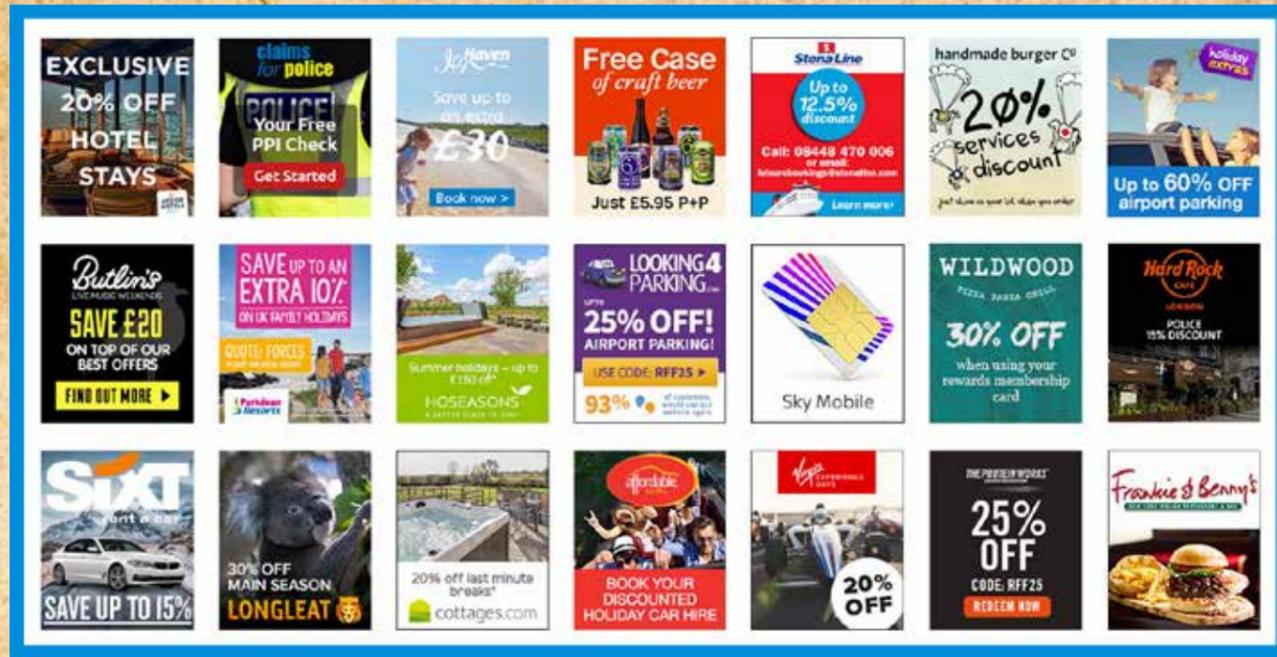
THE BRITISH FRANCHISE ASSOCIATION

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you make the right choice for you.. **P30**

WANTED

ALL MEMBERS OF THE POLICE

Police Officer (all ranks), Police Community Support Officer, Special Constable, Police Staff, Military Police, Civil Nuclear Police, Retired Members, Police Cadets, Partners and Family Members!



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We police sporting and major events such as football, rugby, major concerts, demonstrations, Pride events, Marathons and events in Hyde Park.

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All four National Police Air Service (NPAS) aeroplanes are now in the UK.

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its carpet cleaning, but not as you know it...



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If you've completed your probationary period and are currently a serving police constable with another Home Office force, and if we are open for transferees, then you can apply for a transfer to us.



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UCP Group employs your already gained military skills to make you the best Domestic UK Bodyguard/Close Protection Operator and Overseas Armed Private Security Contractor.

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Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.



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EDITORIAL
EDITOR:
James Atkins
E: James@policeresettlement.com

DESIGN & PUBLISHERS
DESIGNER:
Rowena Wilson
E: rowenawilsondesign@gmail.com

ADVERTISING
SENIOR SALES EXECUTIVE:
James Atkins
E: james@policeresettlement.com
T: 01733 205 938

ACCOUNTS
Ruth Fiddler
E: ruth@easyresettlement.co.uk

PRINTING
MICROPRESS LTD
Reydon Business Park,
Fountain Way, Reydon,
Southwold, IP18 6SZ

SUBSCRIPTIONS
For queries regarding your subscription to Police Resettlement please contact:
www.policeresettlement.com/subscribe
T: 01945 450297

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Welcome...

Welcome to the Summer 2019 issue of Police Resettlement magazine.



get to meet many of our readers. You will be able to find out about the events by following any of our social media groups on Facebook, LinkedIn and Twitter. We are always keen to hear from our readers and want to know what else you would like to see in future issues of Police Resettlement magazine, equally if you would like to contribute anything then please email James@policeresettlement.com

In each issue you will find helpful tips and advice, as well as various employment opportunities for those of you looking to leave the force and start a new career, however we also focus on areas of interest for those still serving, by working with various companies and organisations we are able to offer advice on career development and progression. Furthermore, we will be including police news and inviting constabularies to contribute stories that are relevant and of interest to our ever-growing readership. We will again be attending various events in 2019 including the Security Cleared Jobs Expos, the International Franchise Exhibition, as well as the Emergency Services show and of course the Police Resettlement Expos where we

This magazine is freely available in print and online with all constabularies across England and Wales and at the various events we attend, these magazines will remain to be free for our readers but this is only possible due to our advertisers, we ask that you mention the magazine when engaging with any of these companies. In addition to these hard copies we also encourage people to subscribe for free by visiting www.policeresettlement.com/subscribe you can also follow us on Twitter @PoliceResetMag and like our Facebook page or join our LinkedIn group for even more updates and opportunities. If you wish to get in touch with us please email James@policeresettlement.com

THE EMERGENCY SERVICES SHOW

HALL 5 | NEC | BIRMINGHAM | 18-19 SEPTEMBER 2019



GETTING THERE
Entry to the exhibition and seminars, as well as parking, remains free. The NEC is linked to Birmingham International Station and Birmingham Airport and is accessible from the UK motorway network. To register for free entry visit www.emergencyuk.com

Andrew Bentley, Technical Support Officer, South Yorkshire Police who attended the show in 2018 described it as: "an excellent learning, development and networking opportunity for those who want to keep up-to-date with the latest developments in policing and our partner emergency services."

HEALTH AND WELLBEING
Mental health is set to be a big topic at this year's event which features a dedicated Health & Wellbeing seminar theatre. The British Red Cross will give an update on its Resilient Responders Programme which aims to build individual and

team resilience through a range of psychosocial support and interventions. Oscar Kilo will be updating visitors on its National Police Wellbeing Service and talking about the "wellbeing van" it is bringing to the show. Devon and Cornwall Police will share details of the "surfing therapy" for treating mental health conditions in the police. There will also be sessions on PTSD, men's mental health and control room staff.

FIRST AID SKILLS
The College of Paramedics will also host its well-attended CPD training sessions aimed

at first responders from across all emergency services, on both days of the event.

SHOWCASE OF LEADING NAMES
Exhibiting companies include leading names in first response, communications, IT, protective clothing and uniforms, body-worn video, medical supplies, drug testing, vehicles and fleet, vehicle equipment, drones, outsourcing, training, community safety and station facilities. Many of these companies employ former police officers as consultants. Your expertise is valuable to them.

START BUILDING YOUR NETWORKS TODAY
Nothing beats meeting people face-to-face but if you want to start building your networks and expanding your learning today you can join The Emergency Services Show LinkedIn Group on www.linkedin.com/groups/3216983
The organisers of The Emergency Services Show also publish Emergency Services Times. Register once using this link and receive all future issues, free of charge: www.tinyurl.com/y5e6ctey

Where Emergency Services meet to talk business

THE EMERGENCY SERVICES SHOW

HALL 5 | NEC | BIRMINGHAM | 18-19 SEPTEMBER 2019

Taking place in Hall 5 at the NEC in Birmingham, the **two-day event** brings together all disciplines from the emergency services sector to **discover** emerging technologies and operational solutions, **share** their experiences and **unite** in their collaborative approach to public safety.

This unique event features over 450 leading suppliers exhibiting, 80 free CPD-accredited seminars for all services, live demonstrations and extrication challenges. Visitor entry and visitor parking are free of charge for all trade visitors.

Register online now at www.emergencyuk.com

This is an industry-only event and NOT open to the general public. Visitors under the age of 16 will not be admitted. The organisers reserve the right to refuse entry.



Source new suppliers and solutions

www.emergencyuk.com

Your 999 family under one roof at The Emergency Services Show

Hall 5, NEC, Birmingham, UK, 18-19 September 2019

The Emergency Services Show 2019, takes place in Hall 5 at the NEC, Birmingham on Wednesday 18 and Thursday 19 September.

The annual event, which is free to attend, offers a unique opportunity for serving and retired police officers of every rank to broaden their knowledge and build valuable contacts with the entire emergency services community. Free CPD-accredited seminars run throughout the two-day event while around the indoor and outdoor exhibition visitors will be able to network and discover career opportunities with over 450

businesses, organisations, emergency services and partner agencies.

Those of particular interest to Police Resettlement readers include:

- Highways England
- Environment Agency
- British Transport Police
- Immigration Enforcement and Law Enforcement Engagement
- Ministry of Justice
- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services

Many are also looking for trustees, patrons and volunteers. These include:

- Police Care UK
- Disabled Police Association
- Emergency Support Services
- Oscar Kilo – who have recently launched the National Police Wellbeing Service
- British Association for Women in Policing
- PTSD999
- Search and Rescue and disaster-aid charities such as SPEAR

Birmingham City University, Coventry University (School of Energy, Construction and Environment), and University of Wolverhampton will all be on hand to discuss the different programmes and qualifications they offer.

In the networking hub of the show, The Collaboration Zone, visitors can also meet with a range of charities, voluntary groups and NGOs which can offer practical, emotional and sometimes financial support.



Civil Nuclear Constabulary

With over 1,300 highly trained police officers and police staff, the Civil Nuclear Constabulary (CNC) is a specialist armed police service dedicated to protecting the civil nuclear industry.

They currently protect 10 civil nuclear sites across England and Scotland, safeguarding nuclear material in transit and playing a key role in national security.

The Civil Nuclear Constabulary utilises many of the essential skills and attributes acquired during Military service. With a range of career opportunities for police officers and police staff in a variety of different teams, Service leavers will find that their existing skills are brought to the fore while at the same time they are given opportunity to develop new ones.

There is no question that Service-leavers are well placed to deliver the skills and expertise required by the Constabulary. There are few employers that reflect Military characteristics and practices as closely as the CNC.

DIFFERENT SITES, DIFFERENT ROLES

As well as opportunities at operational units at a number of nuclear sites, CNC have a number of specialist teams that require specific expertise. Once you have successfully completed your probationary training you could apply to join one of these team, such as Dog Handlers, Specialist Escort Group (marine and road) and special branch. There is plenty of scope for Service leavers to utilise the skills and experiences they acquired in the Military.

Of course, it's not only about 'frontline staff'. The Constabulary uses a variety of skilled people to operate, develop and manage their support teams. This includes ensuring that the Constabulary runs smoothly through the use of effective IT systems, to managing finances and recruiting and developing its people.



EASY RESETTLEMENT SPOKE WITH CHIEF SUPERINTENDENT DUNCAN WORSSELL, DIVISIONAL COMMANDER, ABOUT HOW THE CIVIL NUCLEAR CONSTABULARY OPERATES

What can Service-leavers bring to the CNC?

Leaving the armed forces can be challenging for many reasons, but when you come to the CNC you will be pleased to find a sense of belonging. You come from a disciplined background, you will be used to operating as part of a team, you understand the need for personal responsibility as well as caring for those around you and on whom you may depend if your armed role becomes "active". You will be physically fit and you will have the personal resilience and courage to deliver a quality and dependable armed response service which protects the public, the country and your colleagues.

What does the CNC offer as an employer?

As well as a competitive salary and other benefits, the CNC offers a transition from the Military that protects and maintains many of the principles which you will have lived by and which are held dear by those who have fought and worked to protect our country and its assets. We employ many former Military personnel, and many of our leaders come from similar backgrounds, so we understand the challenge which you face and the adjustments which are required to make a seamless transition. We offer fairness, equality, recognition and reward, we train our armed police officers to national standards which will give you the confidence that you need to meet the challenge of a complex and ever changing terrorist threat. Finally, we recruit from all backgrounds, the diversity of our workplace is very important to us so if you feel that you don't fit one particular model or type, you are not excluded, you will be welcomed.



APPLICATION PROCESS

The nature of the work that the CNC is involved in means that they are obliged to conduct a rigorous application process. The process involves a variety of screening checks, as well as security, reference, medical and fitness checks. The Constabulary view this as an essential part of ensuring that they recruit the most able individuals as well as ensuring that joining the CNC is the right move for you.



More: See the FAQs section on: www.cnc.jobs
For further information please visit www.cnc.jobs
CNC is an equal opportunities employer

SALARY AND BENEFITS

Starting salary
The starting salary for new recruit police officers is currently £22,440 per year. This will increase after successful completion of the probationary period to £24,171. With satisfactory performance and the achievement of requisite skills this will rise to £39,150.

Police staff salaries are determined by salary bands, depending on the level of the role.

BENEFITS

- Police Officers:**
- 22 days annual leave rising to 30 days after 20 years' service
 - Final contribution salary pension scheme
 - South-east allowance, for officers based at specific locations
 - Paid overtime

- Police Staff:**
- 27.5 days annual leave per year rising to 32.5 days after 20 years' service
 - Flexi-time
 - Flexible working scheme

Final contribution salary pension scheme
Corporate bonus scheme





A preferred supplier to the career transition partnership

 UCP UK TRAINING

 UCP GROUP CHANNEL

contact@ucpgroup.co.uk

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 07966176129 or 00447966176129

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www.ucpso.com

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“Realistic training makes for the best operatives”

UCP Group employs your already gained military skills to make you the best Domestic UK Bodyguard/Close Protection Operator and Overseas Armed Private Security Contractor.

When it comes to Close Protection you need look no further than UCP. UCP UK instruct, train and operate at the highest industry standard. Training with UCP means you will finish the course with the correct qualifications to guide you into work.

- For instance:
- Working as a Close Protection Operative Level 3 HABC leading to the application of the SIA licence.
 - First Responder Emergency Care Level 3 award/FPSOI
 - B6 Armoured Vehicle Award
 - IED Awareness Award – Terrorism Awareness Award
 - PSC (Private Security Contractor) Award

• HEP (Hostile Environment Close Protection) Award

The UCP 21 Day Training Course is ELCAS claimable. Training is delivered in London/Kent area with Accommodation free of charge for Former British Military.

Bolt on the 7 day HABC Level 3 Combined Firearms Training for only £1000 training and join us in Sardinia for some of the very best Firearms Training you will ever receive.

UCP DEVELOP THE BEST TRAINING ENVIRONMENTS FOR THEIR LEARNERS

UCP UK deliver residential courses only and specialise in Close protection, making our instructors

and training conditions the very best in the UK.

UCP Bodyguard Academy has 8 bed accommodation, operational Planning classrooms, CQB Centre, 5 Acre HECPO training area, Gym, Unarmed Combat training room and Vehicle training area.

The 21 day CPO Course is delivered every month of the year with a maximum of 8 students per month on a 1st come 1st serve basis.

OUR GOAL OUR PLAN

UCP train no more than 100 former British Soldiers per annum. There is a fine balance for training providers to run a successful business or operate a cattle market strategy... UCP policy is to train only 100 former

British military Soldiers per year to gain their operating licences and gain employment with the many contracting companies in the UK and overseas.

It's all about the training and subsequent employment we know that, and that's why UCP work with Worldwide Security Operatives "Specialist Recruitment company" making sure the 100 British Military Candidates that come through our Academy each year reach their potential employment goals.

All former British Military candidates return to our academy after the 1st year of training to complete their Continuing Professional Development (CPD) another must for any industry employer. ●



A law degree with a practical bias to improve your employability in the legal sector

Has your work in the Police Force triggered your interest in law?

WHAT ARE THE ENTRY REQUIREMENTS?

You will be admitted to the programme either on the basis of recent academic achievement or through evidence of achievement in the sphere of your current work. Full details of acceptable qualifications are given on the City, University of London and CILEx Law School websites.

If so, you could consider studying for the LLB in Legal Practice by distance learning. This is a four-year programme that allows you to earn alongside study. The fees are £18,500 in total payable over four years, so they compare very well with course fees for full-time degree courses.

The law degree provides an excellent foundation for training as a solicitor, barrister or Chartered Legal Executive.

"This course will not only give you essential legal knowledge, but the skills and confidence to apply it in real life situations.

Although you may be physically at some distance from the University, the extensive support available makes this programme a very attractive alternative to full-time study."

Angela Jackman, Course Leader, City Law School.

WHAT DOES THE DEGREE LEAD TO?

On graduation you will be eligible to undertake further training towards becoming a solicitor or barrister. Both of these professional qualifications require a further programme of study.

The degree has been designed to ensure that you will be exempt from all academic study necessary to qualify as a Chartered Legal Executive, although you will need to fulfil the work-based learning element, for which you will need to be employed in the legal sector. The route to qualifying as a Chartered Legal Executive may change in the course of the programme, but transition arrangements are likely to be put in place.

During the period of study you will have access to City's careers service who have designed a bespoke programme for students on this course. Whatever your final

ambitions, since this course is delivered by distance learning, you could, depending on your personal circumstances, start applying for a role in the legal sector alongside your studies, perhaps as a member of support staff such as a legal administrator or paralegal in order to get a foot in the door.

WHY CITY, UNIVERSITY OF LONDON?

The City Law School, incorporating the former Inns of Court School of Law, was the first University Law School in London to educate students and practitioners at every stage of legal education.

The City Law School is part of City, University of London. Founded in 1894, the University is among the top 15 universities in the UK for graduate employment.

Its aim is to develop the professional, dynamic, highly motivated, and "practice-ready" lawyers of the future.

WHY CILEX LAW SCHOOL?

CILEx Law School has over thirty years of experience in delivering distance learning courses in law and legal practice. It has over 3,500 students enrolled on distance learning courses, and has excellent administrative and student support facilities in place for the remote learner.

CILEx Law School is a not-for-profit organisation wholly

owned by the Chartered Institute of Legal Executives.

WHAT WILL I STUDY?

The programme includes the core law modules common to all law degrees that qualify you for further study to become a solicitor or barrister. You will also select from elective modules in years three and four, which include the practical elements that make this degree so distinctive. The choice of elective modules allows you to tailor your study to your career aspirations by choosing the areas of legal practice that interest you most.

HOW IS THE COURSE DELIVERED?

The course is offered jointly by CILEx Law School and City Law School.

The programme starts with a two-day induction course on 21 – 22 September 2019. This is designed to give you the skills needed to manage your study successfully. After the induction session you will be set a weekly programme of work for each of the modules.

For each module the syllabus is delivered through a dedicated online learning area giving access to specially designed materials, webcasts and exercises.

Formative assessments give you practice in applying the knowledge that you have gained, and feedback



from tutors helps to develop your understanding of the subject matter.

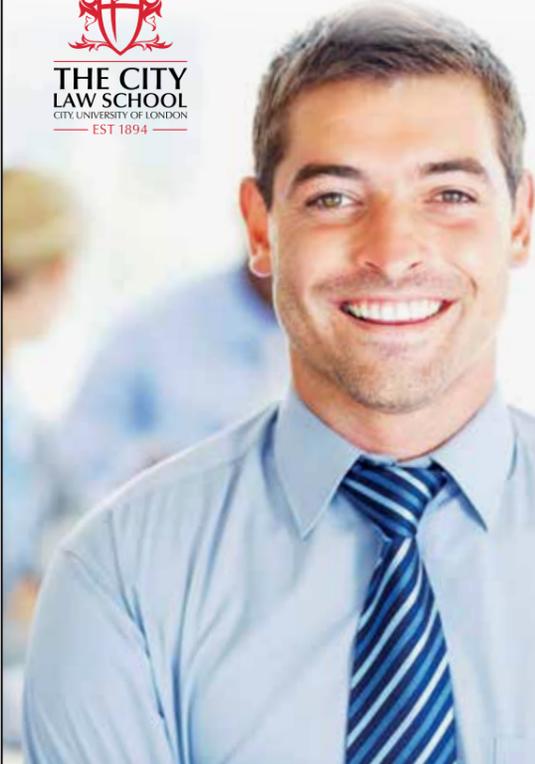
The detailed weekly timetable means that you will have a structure to work to, and you will have access to the teaching and support teams to give advice and guidance by phone, email and online forum as you go along.

There is a revision weekend to help you prepare for exams, where expert tutors will guide you through the syllabus highlighting key topics and explaining points of special significance.

HOW OFTEN DO I HAVE TO ATTEND CLASSES?

The induction, revision and exam sessions are all held at City Law School's premises in London. Other than this, there is no attendance requirement. CILEx Law School is a specialist in supported distance learning, and although you will not attend classes regularly, you will have all the support you need to achieve success through the extensive tutor support and sophisticated resources available through the online learning environment. ●





Gain a law degree by distance learning while studying to be a Chartered Legal Executive

- A law degree with a practical bias to improve your employability
- A four-year distance learning LLB that allows you to earn alongside study
- Competitive fees payable over 4 years allows cost to be managed
- A foundation for training as a solicitor, barrister or Chartered Legal Executive
- Jointly delivered by City, University of London and CILEx Law School combining academic rigour and distance learning expertise
- £4,625 per year – total cost £18,500

To find out more call
Adam Norton on **01234 844305**
www.cilexlawschool.ac.uk



City, University of London in partnership with CILEx Law School

PR POLICE RESETTLEMENT EXPO 2019



There are currently three Police Resettlement ExPOs each year, two of them being held in London and our most recent ExPO which was a great success with around 500 attendees at the QEII Centre in London.

They are one day recruitment events to assist people who have either left or looking to find a new career outside of the police force. The ExPOs provide service leavers with the opportunity to meet with relevant companies that can assist with the transition into a new career including:

- CV writing
- LinkedIn profiling
- Financial advice
- Specialist recruitment agencies looking for law enforcement and policing experience
- Regional transfer opportunities
- Clients recruiting ex-police officers and staff with your skill set

Types of vacancies being recruited for on the day will include: Investigation, Fraud, Cyber Crime, Security, Policing Transfers, Project Management, Surveillance, Training, Counter Terrorism, Close Protection, Advanced driving opportunities, Risk Management, Digital Forensics, Crime Scene Investigation, Intelligence and many more...

If you have worked within the police force, the skills and training that you have received, are often of interest to many other police forces who may be looking to recruit on a temporary basis when you retire / leave the force. We also have a high number of private sector companies interested in your skills which are highly transferable. Please visit one of our events to see which companies would be interested in you. The Police Resettlement ExPO is proudly

hosted by **SecurityClearedJobs.com** the largest Job board in the UK that caters for jobs with a level of security clearance.

We have seen a dramatic increase in the demand for candidates with previous policing experience on the site and so decided to host the Police Resettlement ExPO to cater for this. The first Police Resettlement ExPO was held in late 2016 at the QEII Centre, London. We had over 400 attendees for the initial ExPO and the feedback was very positive.

EXHIBITING

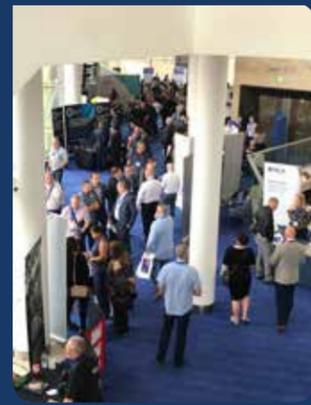
If you are interested in exhibiting at the Police Resettlement ExPO please contact one of the team. The ExPO will provide you with the opportunity to meet with current serving police officers and staff that will be looking to change career in the near future or who may have left recently please go to www.policeresettlementexpo.com to register your interest.

CONTACT US

If you have any questions on the ExPO please do not hesitate in contacting us.
Tel: **020 8166 0616**
Email: expo@securityclearedjobs.com



Our next expo is to be held on Thursday October 17th 2019 at the QEII Centre, Broad Sanctuary, Westminster, London, SW1P 3EE
Doors open 10am – 3pm
(last entry 2.30pm)



© Shahid Khan / shutterstock

Do you have a Police background and Security Clearance?

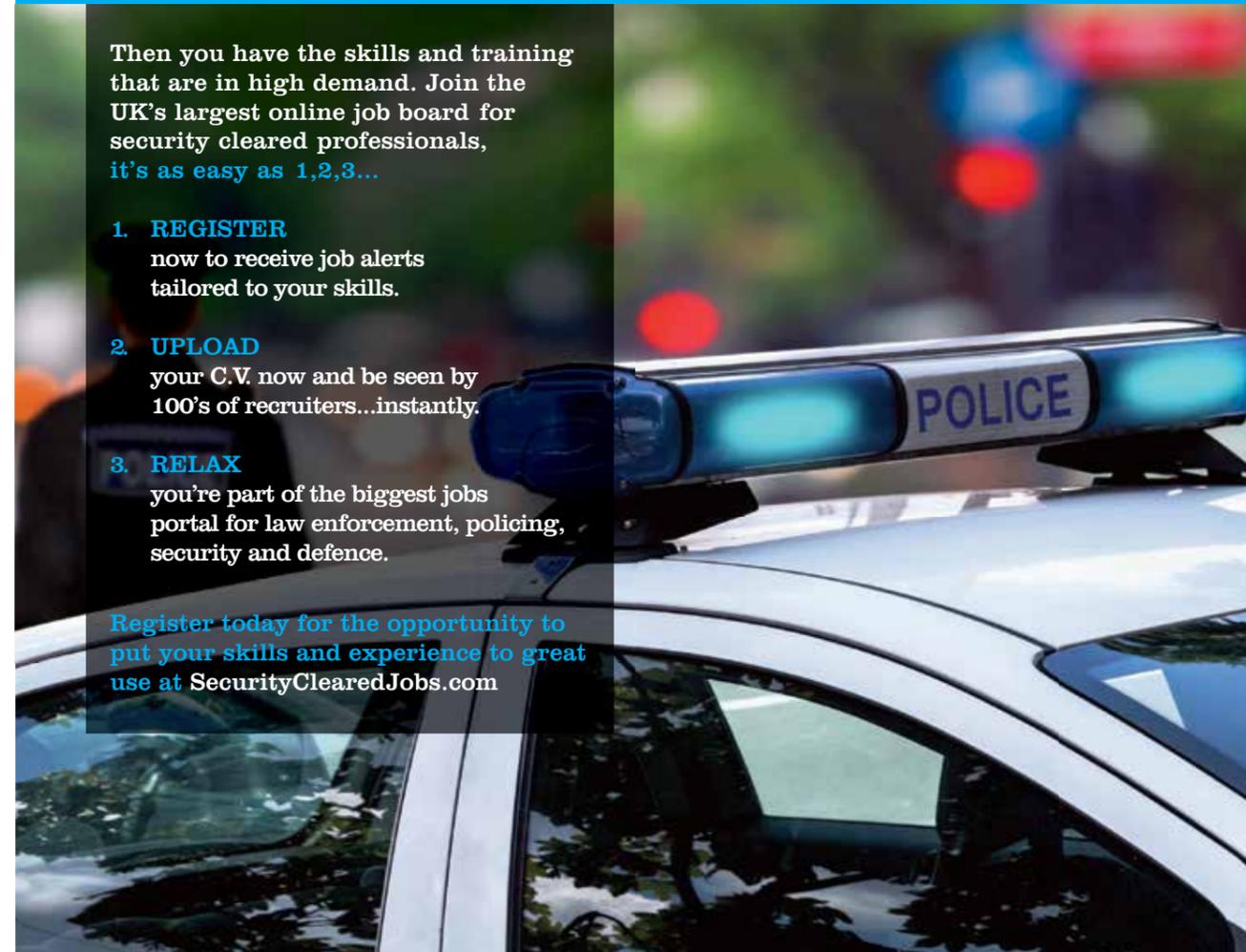


SecurityClearedJobs.com

Then you have the skills and training that are in high demand. Join the UK's largest online job board for security cleared professionals, it's as easy as 1,2,3...

- 1. REGISTER**
now to receive job alerts tailored to your skills.
- 2. UPLOAD**
your C.V. now and be seen by 100's of recruiters...instantly.
- 3. RELAX**
you're part of the biggest jobs portal for law enforcement, policing, security and defence.

Register today for the opportunity to put your skills and experience to great use at SecurityClearedJobs.com



DV	SC	CTC	NATO
Cyber Security	Investigation	Fraud Analyst	Security Consultant
Counter Terrorism	Firearms Officer	Intelligence Analysts	Crime Scene Investigation
Digital Forensics	Holmes Indexing	Claims Investigator	Child Protection



Top tips

Top tips for creating a good CV

For many people writing a CV is a daunting and difficult proposition, however, putting together a successful CV is quite easy once you know how. It's important to take all of your skills and experiences and tailor them in to a clear and concise format for specific roles that you are applying for. Many people are often guilty of under selling themselves or under valuing their transferable skills and attributes that they can offer the civilian workplace.

Getting the basics right

The first part of your CV is what employers will initially look at, therefore it is important to include the following: personal information and contact details, education, qualifications, employment history and experience, hobbies and interests and a statement that references are available on request. It is also important to check the basics such as spelling mistakes and grammatical errors, this will show you are conscientious and give you a better chance of progressing to interview.

How long should my CV be?

A good CV needs to be well set out and contain clear and concise information, these should be short paragraphs like bullet points, a common error is waffle or to try and fill space, a single page CV is acceptable, however covering everything your employer will be looking for in their new employee, should ideally generate two pages of A4. Employers will receive lots of CVs and unlikely read every detail, there will be more time to discuss your previous education, qualifications and experiences in more detail at the interview stage.

Tailor your CV for each job application

This does not mean you will need to spend hours writing a new CV for each job that you wish to apply for, as you will have the basics of your template already created, certain areas do not need to be changed, such as your contact details, education previous employment and hobbies or interests. However, certain roles will have specific requirements that need to be addressed



for the best chance of gaining an interview, therefore it is important to read the role you will be applying for and gain an understanding of the key skills that are required. You will then be able to add information from your previous experiences to show you have the transferable skills and attributes that are required.

Making the most of skills

Under the skills section of your CV don't forget to mention the key skills that can help you to stand out from the crowd. These could include: communication skills; computer skills; team working; problem solving or even speaking a foreign language. Skills can come out of the most unlikely places, so really think about what you've done to grow your own skills, even if you take examples from being in a local sports team or joining a voluntary group – it's all relevant.

What interests should I include or avoid?

Your interests can tell an employer a lot about you. You should focus on anything that shows you taking on responsibility or being able to communicate well. This can be as a member of a team, being a captain or leader of events and anything that highlights you being able to use your own initiative. Try to avoid saying I like something, or I'm in a group of, explain what it is that you do and when you do

it, highlighting the skills and effort you use to implement it.

Making the most of experience

Use assertive and positive language under the work history and experience sections, good examples are words such as "developed", "organised" or "achieved". Try to transfer the skills you have learned whilst serving to the job role you're now applying for. For example: "This involved working in a team," or "This position involved planning, organisation and leadership as I was responsible for a team of people". Also show that you are able to work on your own initiative and can think for yourself without always having to be directed or taking orders.

It is important to recognise and understand the valuable skills and experiences you have gained, remember you need to sell yourself and use everything from past roles, positions and experiences.

Including references

References should be from someone who has employed you in the past and can vouch for your skills and experience. Always the person you wish to have as your referee that they are happy to give a good reference for you. You do not need to have references with your CV and should state that they are available upon request. ●



We deliver unique specialist policing to protect key Ministry of Defence establishments and sites of national importance across the UK. Most of our officers are Authorised Firearms Officers (AFOs) but we also deliver marine policing, police dog handling, investigation of crime and other various specialist policing functions.



A diverse workforce is essential to our success and we welcome people from different backgrounds and experiences who represent the communities we serve.

Join us, we are a... #ForceWithADifference

Our campaign for serving and recently retired Police Constables and Sergeants, including those who are suitably qualified for promotion to Sergeant rank, is NOW OPEN.

Vacancies available throughout the UK. You don't need to be a currently qualified AFO to be eligible to apply - training is provided.

Interested? Find out more and apply: www.mod.police.uk/apply/neof



Ministry
of Defence
Police





The Ministry of Defence Police... a Force with a difference



The Ministry of Defence Police (MDP) is currently seeking applications from serving and recently retired police officers for vacancies across the UK.

Here we take a look at the role of the MDP and how the Force delivers a range of specialist policing capabilities.

WHO ARE THE MDP?

The Ministry of Defence Police (MDP) is a national civilian police force that serves the Ministry of Defence (MOD), US Visiting Forces and other UK Government Departments.

WHAT IS THE ROLE OF THE MDP?

The MDP is equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These threats include:

- Terrorist attack and the threat of such attacks across the UK
- Disruption and disorder caused by protesters
- Unauthorised intrusion onto the Defence Estate
- Theft or compromise of, and damage to, key assets that would have a significant impact upon Defence capability
- Major financial fraud and corruption that would have a significant impact upon Defence capability

To achieve this, the MDP provides the following operational services:

- **Armed Nuclear Policing and Security:** A specialist dedicated armed policing and security service in support of the UK's strategic nuclear deterrent
- **Territorial Policing and Security:** A dedicated armed policing and security service in support of the protection of non-nuclear Defence sites
- **Operational Surge:** An armed capable mobile policing and security resource that can be deployed at short notice in response to both Defence and national security requirements
- **Intelligence Gathering and Analysis:** To counteract Defence crime and security



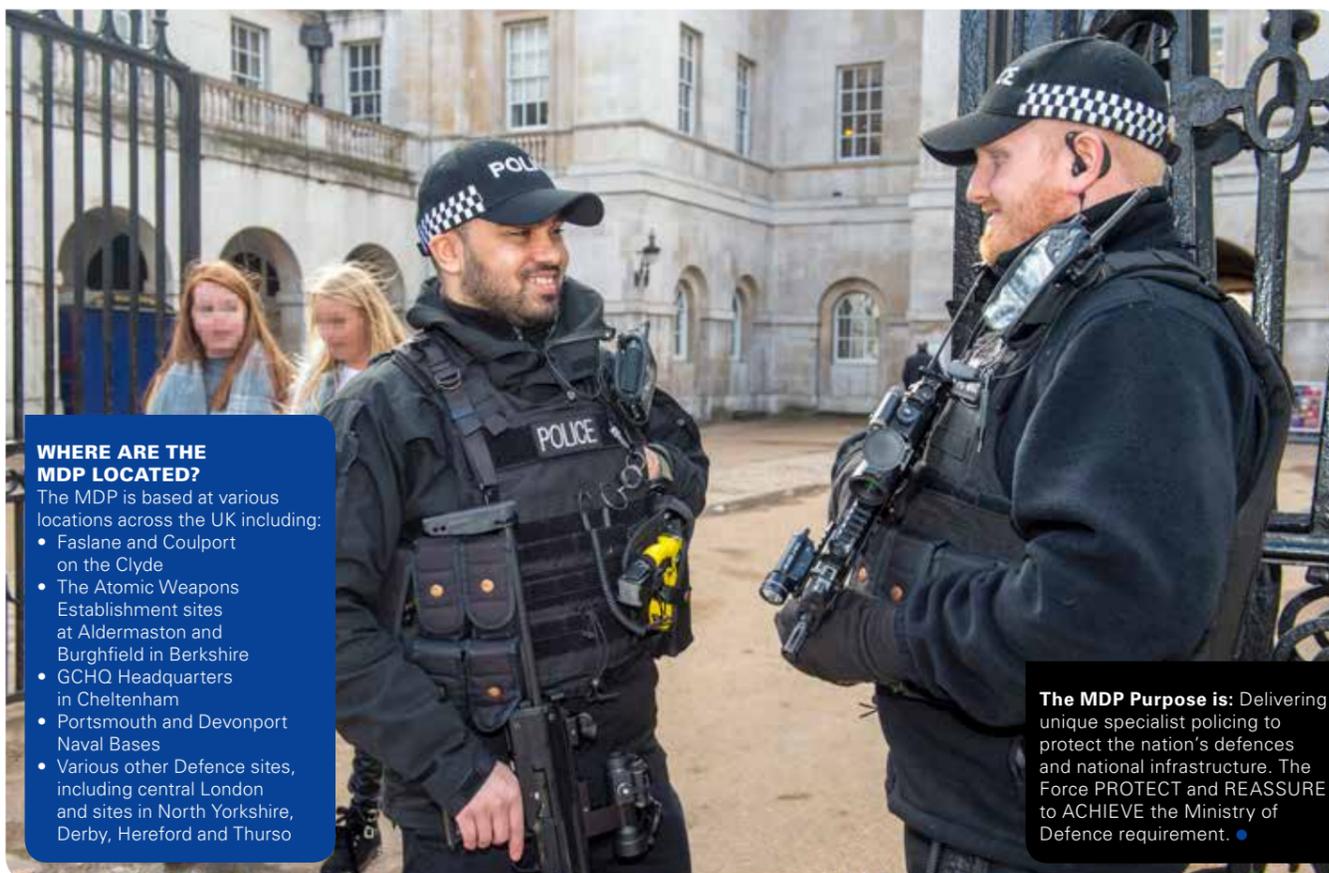
threats and to facilitate the most efficient and effective deployment of MDP resources

- **Crime Prevention, Investigation and Detection:** To prevent, investigate and detect fraud, corruption and the theft of or criminal damage to key Defence equipment and assets
- **International Policing:** In support of Defence operations overseas and other international policing commitments in support of UK Government policy
- **Support to wider UK Government requirements:** Including supporting the wider UK Counter Terrorism response, and providing policing and security services to US Visiting Forces and other UK Government Departments and customers on a full repayment basis

HOW DOES THE MDP DELIVER?

The MDP delivers operational policing services using a range of specialist policing capabilities that include:

- Armed policing and security that meets national policing standards
- Various specialist armed policing units including the Tactical Firearms Unit, the Special Escort Group and Protester Removal Teams
- Specialist police dogs and handlers
- The largest Marine Policing capability in the UK
- A Crime Command - Focused on counter terrorism investigation and intelligence capabilities, and combating the threat of major fraud, theft, bribery and corruption to Defence interests.



WHERE ARE THE MDP LOCATED?

The MDP is based at various locations across the UK including:

- Faslane and Coulport on the Clyde
- The Atomic Weapons Establishment sites at Aldermaston and Burghfield in Berkshire
- GCHO Headquarters in Cheltenham
- Portsmouth and Devonport Naval Bases
- Various other Defence sites, including central London and sites in North Yorkshire, Derby, Hereford and Thurso

The MDP Purpose is: Delivering unique specialist policing to protect the nation's defences and national infrastructure. The Force PROTECT and REASSURE to ACHIEVE the Ministry of Defence requirement.

Servoca Resourcing Solutions

Servoca Resourcing Solutions is a recruitment and solutions organisation that specialises in working with former police officers and other skilled civilian resource experienced in working within police forces and related organisations.

The Police Service continues to face some of the biggest challenges of resources and resource management in its history, whilst being tasked with maintaining services and reducing crime. Budget cuts and efficiency savings have already become everyday phrases in any conversation related to UK police forces. At the same time, increasingly numerous warranted officers are tied up with projects, administration and other activities that in many cases could be outsourced or carried out by a civilian.

Servoca Resourcing Solutions have an established proactive and responsive solution offering for the police service in a wide range of disciplines, from the provision of temporary staff for specific roles as well as fixed term and permanent recruitment for non-warranted positions.

Through our extensive database we are currently supplying forces with former police officers and specialist support staff to undertake roles including but not limited to the following areas:

INVESTIGATION

- Accredited Financial Investigators
- Fraud Officers
- Intelligence Analysts & Researchers
- ANPR Intercept Teams
- Statement taking
- Investigative Assistants
- Cold case preparation

GENERALIST/SUPPORT

- Property Officers
- Control Room Staff
- Crime Prevention Officers
- Front Desk Officers
- Audio Typist
- IT Support Staff
- Corporate Staff
- PNC Operatives
- Custody / Detention

SPECIALIST

- Covert Surveillance
- Witness Protection
- Family Liaison
- Public Protection
- Multi-Agency
- Forensics
- Professional Standards
- Policy & Procedures

MAJOR INVESTIGATIONS

- SOCOs / CSIs
- House 2 House Enquiry Teams
- POLSA Search Officers
- CCTV Seizure and Viewing Teams
- Analysts
- Holmes 2

TRAINERS

- PCSO
- IPLDP
- PNC
- HOLMES
- Leadership and Management
- Surveillance
- Driver
- Law
- ICIDP

These are examples of roles which we can assist with, but by no means what we are limited to supplying.

Servoca Resourcing Solutions approach includes a high level of security, integrity and quality assurance ensuring the delivery of suitably qualified personnel for your requirements.

Whatever the location or requirement of your force, all your needs will be given dedicated attention with an appointed member of staff.

We pride ourselves on being cost effective and understanding the financial limitations of the public sector; many Forces have benefited from this by using our temporary staff in innovative ways.

We provide the latest criminal and civil justice contract and permanent vacancies, within the Policing, Probation, Public, Commercial and Third Sectors.

Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

To discuss how we can apply our expertise to meet your needs please call **0207 747 3044** or visit our website www.servocaresourcing.com/recruitment/jobs



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Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

By Sector
 Police
 Probation
 Public & Third Sector
 Commercial Sector

By Skills
 Investigations
 Probation & Criminal Justice
 Intelligence & Analysis
 Cyber & Forensics
 Training



www.servocaresourcing.com



Sava

If you are looking for a new career, have you considered re-training to become a residential surveyor?

Working as a residential surveyor and valuer is the perfect way forward for those with an interest in property. This professional and well-respected career commands excellent salary prospects and, due to a skills shortage in the industry, demand for surveying services is ever increasing.

WHAT IS A RESIDENTIAL SURVEYOR?

There are many aspects to the career and many options once qualified, but residential surveyors are mainly known for carrying out HomeBuyer Reports and valuations on properties prior to sale. It is a varied and flexible career with many opportunities either working for yourself or for a firm.

Alan Milstein, a residential surveyor and chairman of the Residential Property Surveyors Association (RPSA), said:

"Being a residential surveyor is a rewarding career. In essence, residential surveyors assess properties for their general condition, energy efficiency and value, and those on the

Sava Scheme can also produce Home Condition Surveys which help home buyers understand the condition of the property they want to purchase.

"Residential surveying is an integral part of the housing market and offers good prospects, with potential for qualified surveyors to work within companies such as estate agents and banks, or to set up on their own and offer surveying services on a consultancy basis to businesses and home buyers alike."

- Residential surveying could be the career for you if:
- You find property interesting
 - You want great career prospects
 - You want a role that's in high demand
 - You want to be well paid - the average AssocRICS salary is £49,293 (source: RICS 2018 UK rewards and attitude survey)
 - You want flexible employment opportunities, including self-employment
 - You want a well-respected career path
 - You like challenges and for each day to be different
 - You don't want to be sat at a desk all day

HOW CAN I BECOME A RESIDENTIAL SURVEYOR?

Sava offer the only vocational qualification with direct entry into the Royal Institution of Chartered Surveyors. The course is structured to allow learners to continue to work full time whilst studying if they wish as the course is delivered with 12 months of part-time training, involving 2 training days a month. This is followed by 12 months of assessment which is carried out in your own time. The course teaches you everything you need to know to become a competent surveyor and no prior knowledge, experience or qualifications are needed.

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such as HomeBuyer Reports and valuations, as well as



having the prestigious AssocRICS designation after their name.

Hilary Grayson, head of surveying services at Sava, says:

"Residential surveying is particularly suited to those who are passionate about housing, confident in dealing with other people, determined and self-motivated, and have a good eye for detail."

"We believe these people could help to alleviate the looming skills shortage in surveying, and could become new associate members of RICS, an accreditation that is so important both professionally and to the industry as a sign of quality."

WHAT DO THE SAVA GRADUATES SAY?

Ben Browne re-trained to become a surveyor in 2018. He

WHAT WILL I STUDY?

The Diploma is a vocational qualification, meaning it is all about giving you the skills and knowledge to be a well-rounded residential surveyor. Some of the modules covered include:

- **Valuation** - Determining property value, RICS mandatory requirements, how condition affects value, regulatory and legal requirements and different types of valuations.
- **Construction** - This module focuses on foundations, floors and walls, desktop research, scale drawings, floor plans and calculating U-values as well as building services.
- **Law** - The law and its background, easements, restrictive covenants, contract law, negligence

- and occupier's liability are looked at in this module.
- **Inspecting Property** - The inspection 'agenda' and equipment, property measurements to include floor, volume and ceiling as well as the residential cost-rebuilding calculator.
- **Building Pathology** - This module focuses on the process of diagnosing the cause of building movement, damp and defects. It includes ground and above ground-based movement plus loads more.
- **Assessing Services** - This module looks at service systems and what can go wrong. It covers inspection and testing of service systems, electrical systems, heating services, plumbing and drainage.

now works at a medium-sized firm in Croydon. When asked what a typical day as a practising surveyor involves and what he enjoys about his job, Ben said:

"A typical day as a surveyor for me at the moment; I wake up at home, check my diary, check the property that I'm going to, get in the car and arrive at the property. Depending on the survey type I will spend about 2 to 4 hours inspecting the property, with a little coffee break to meet the vendor.

After I have completed the survey I will head back to the office. Once I'm back to the office I will upload the photos and start compiling the report. During this time, I have all the other surveyors sitting around me and we discuss what we have seen that day and see if we can help each other out in any areas and help compile the reports. My favourite part of the job is meeting people, whether it is fellow surveyors, meeting estate agents in offices, or going to properties and meeting vendors.

You meet some amazing people, with good stories, you make some good connections. It's something I am certainly enjoying. I have never enjoyed the working week more. Every day is a new challenge to me. The week flies by. It is the only job where I wish I had more hours in the day. Every day you are at a new property with a new set of challenges and a new issue to deal with. If this is something you enjoy then this is certainly the career for you."

You can hear more from Ben and other Sava graduates on our YouTube channel by simply searching for 'Sava Surveying'. The great thing about residential surveying is the flexibility the career offers; you can set up a self-employed business and be your own boss, work for a large firm where you are home based, or work for a smaller firm if you like an office environment.

Stephen Anscombe was working as delivery driver when he decided to look for a new career.

"I was thinking of embarking on a new career to bring more fulfilment and satisfaction, but ultimately was not sure what path to go down. Over the following weeks, I did many hours of

research into the industry and felt a career in Residential Surveying would be right for me. Nearly 3 years on from that decision and I haven't looked back!

Many of the other candidates like myself on the course were currently in employment. For me, going to university for 3-5 years was not an option that I felt comfortable with. With Sava you obtain a degree equivalent qualification and have the option of becoming an RICS member in little over two years. It really is a no brainer. The lecturers and the staff are incredibly knowledgeable in their respective area of expertise, are friendly and approachable."

HOW DO I FIND OUT MORE?

Sava run regular briefing events where you can come along to find out more about what being a residential surveyor involves, meet the team and hear about how the qualification works. You can book a free place and find out more about the diploma here: www.sava.co.uk/resettlement.

Sava are pleased to be able to offer readers of this magazine a £500 discount on course fees. Simply state where you saw this article when you speak to us. ●

Part-time training to become a professional Residential Surveyor



The Sava Diploma in Residential Surveying and Valuation

- ✓ Vocational qualification delivered by industry experts
- ✓ Leads to direct entry into the Royal Institution of Chartered Surveyors
- ✓ Options to be self-employed or work for a firm
- ✓ Part-time training delivered over 24 months
- ✓ Training locations across the UK



01908 442244 | hello@sava.co.uk | www.sava.co.uk/resettlement/

HAVE YOU GOT A PROBLEM WITH ALCOHOL? ONLY YOU CAN DECIDE!

To answer this question ask yourself the following questions and answer them as honestly as you can

1. Is drinking making your home life unhappy?
2. Does your drinking make you careless of your families welfare?
3. Do you drink because you are shy with other people?
4. Is drinking affecting your reputation?
5. Do you drink to escape from worries or trouble?
6. Do you drink alone?
7. Have you lost time from work due to drinking?
8. Has your ambition decreased since drinking?
9. Has your efficiency decreased since drinking?
10. Is drinking jeopardising your job or business?
11. Have you ever felt remorse after drinking?
12. Are you in financial difficulties as a result of drinking?
13. Do you turn to or seek an inferior environment when drinking?
14. Do you crave a drink at a definite time daily?
15. Does drinking cause you to have difficulty in sleeping?
16. Do you want a drink the next morning?
17. Do you drink to build up your confidence?
18. Have you ever had a complete loss of memory as a result of drinking?
19. Has your Dr ever treated you for drinking?

If you have answered "YES" to any one of the questions, there is a definite warning...

If you have answered "YES" to any two, the chances are that you have a problem...

If you have answered "YES" to three or more, you most certainly have a problem...

"THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING"

Take action now and give us a call on 0800 917 7650... We are here to help!

Alcoholics Anonymous
OUR PRIMARY PURPOSE IS TO GET SOBER AND HELP OTHERS TO ACHIEVE SOBRIETY

YOU DON'T HAVE TO LIVE HERE TO CALL US!

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING
0800 917 7650
GO ONLINE AT: alcoholics-anonymous.org.uk

Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up. I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"
Former Detective Inspector

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

Former Inspector
Former Superintendent

We're here to serve all the communities across Greater Manchester

It's a big job but satisfying, and it offers a variety of equally satisfying, and exciting career opportunities.

These opportunities cross a range of roles, from police officers through to non-uniformed support staff and volunteers. Each role is essential to helping us serve our diverse communities. Each provides an opportunity for a real career, providing real policing – by people like you.

OUR TARGET OPERATING MODEL

There are five parts to the future plan for policing in Greater

Manchester. Each of the parts have a significant amount of work taking place that will come together to ensure the best possible service.

The five elements are:

1. Place based - police officers and staff working alongside other agencies in localities.
2. Threat, harm and risk - providing priority support to those most at risk of harm.
3. Citizens' contract - encouraging people to work with us as part of a contract to improve communities.
4. Workforce - supporting our workforce to change how we work.
5. Information and technology - making best use of both information and new technology.

PLACE-BASED WORKING

We are committed to developing place-based working. This means having police officers and staff working alongside other agencies like social services, health workers and crime

reduction partners in localities across Greater Manchester. They will share information and resources to tackle the issues that matter to the local area.

It will mean we can work together to identify the root causes of problems in communities and find solutions. We have already started doing this in Platt Bridge, Wigan, with positive results. Teams have come together to help those in need. This work has also changed the way we deliver neighbourhood policing which has increased the dedicated people working for you where you live. It includes ensuring there will be one officer who deals with each case, making it easier for people to get updates on progress.

THREAT, HARM AND RISK

With limited resources it is important for us to ensure that we are focusing on helping the most vulnerable in our communities. This means ensuring we have the best information to identify those most at risk of harm.

Project Challenger, our initiative to tackle serious and organised crime, has already shown the benefits of working alongside other agencies. It has brought a range of officers and partner agency staff together to tackle the most serious offenders.

GMP's work to tackle serious and organised crime and the focus on modern slavery has also drawn praise nationally. The force has successfully rescued victims and prosecuted offenders.

WORKING TOGETHER TO CREATE A SAFER FUTURE - GMP'S CITIZENS' CONTRACT

Greater Manchester Police is calling on communities to work together to create a safer Greater Manchester with the new Citizens' Contract.

We spent 18 months listening to people across the city region as part of work to better understand and manage people's expectations of policing.

We worked with people from across Greater Manchester, officers and staff to find out what really matters, what they can do better and what the public can do to help them, holding more than 40 events and getting 2,500+ responses to an online survey.

All of this helped us create the Citizens' Contract.

The seven points detail how we will continue to be upfront and honest about our priorities and demands (and when we can and can't go out to something) and how we will help to build strong communities and help people to keep themselves safe.

It also asks the public to contact police in the right way, share information and intelligence with them and work together with their neighbours to create places to live that everyone can be proud of.

1. We will provide easy access to services in the most appropriate way. And we need you make the right contact to the right agency at the right time.
2. We will share information with our partners to achieve better outcomes. And we need you to provide information to help tackle crime and make communities safer.
3. We will use the resources we have responsibly. And we need you to understand and trust police decision making on use of resources.
4. We will listen and help to build strong communities. And we need you to come together to actively keep communities safe.
5. We will make crime prevention advice available for all. And we need you to protect yourself, your property, your family and communities.
6. We will keep you informed and updated about policing. And we need you to give the



police your views and have your say on community safety.

7. We will provide opportunities to be part of policing to keep communities safe. And we need you to be part of your community and consider being a part of policing

dealing with incidents, arrests and prosecutions and further work continues to ensure frontline officers have the technology to fulfil significant parts of their work whilst working out in communities.

FUTURE OF POLICING

Greater Manchester is an amazing place and I am proud to be the Chief Constable of GMP.

We are facing some challenging times and we have a huge amount of change taking place so that we can provide the best possible service to the public.

We call the changes our Target Operating Model and it is transforming policing in Greater Manchester. At the heart of it is our focus on strong neighbourhood policing and closer working with local agencies such as local councils and health services.

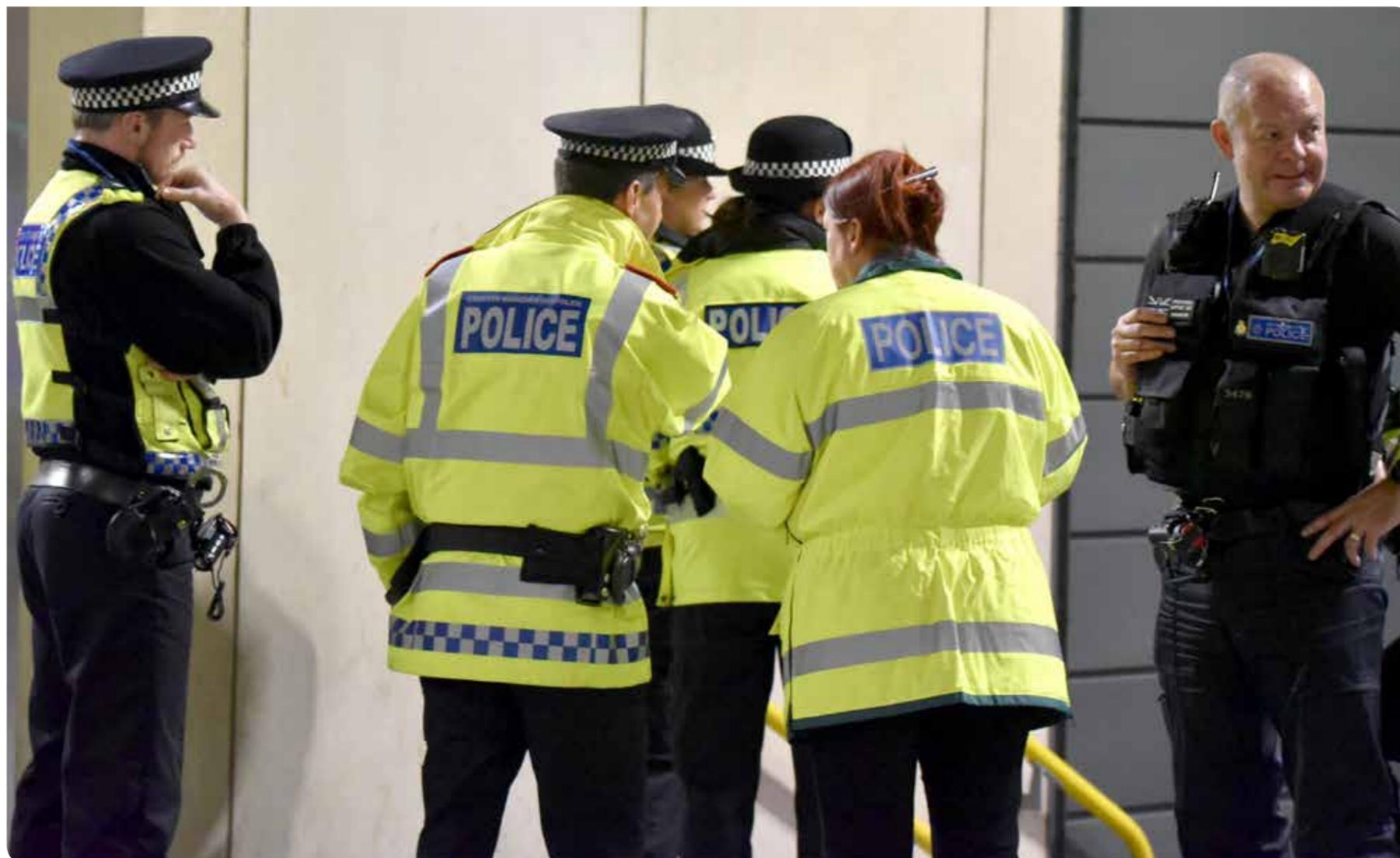
This work is well underway and will continue into 2022. I need your help to keep the communities in Greater Manchester safe and protect vulnerable people.

Ian Hopkins
Chief Constable

Information technology

We are prioritising the introduction of new technology so that we can make the best use of the information that is available. Data and information is important to make the right decisions and to improve the service. We are all used to doing business and shopping online and policing needs to mirror these developments and opportunities.

Frontline officers and staff are now using smartphones and tablets across Greater Manchester. Thousands of transactions are now being done on the new technology away from police stations. It means officers can stay out in communities and still get the paperwork done. Body worn video has also been introduced across Greater Manchester and this means we have better evidence available to help when



Hertfordshire Police transferees

ABOUT THE JOB

If you've completed your probationary period and are currently a serving police constable with another Home Office force, and if we are open for transferees, then you can apply for a transfer to us.

You'll become a familiar face and a respected figure, not only in Hertfordshire, but also - thanks to our collaborative approach - in Cambridgeshire and Bedfordshire.

On occasion, we will also invite applications from higher ranks, and you'll find information here when those opportunities arise.

We pride ourselves on recognising people with real potential. It's the reason we offer our officers so much support, motivation and training; because as they improve, so will our force.

Once you apply to transfer, you'll find that we can help you realise your ambitions and develop your career. We've tangibly reduced crime rates, and you'll help us ensure that this continues.

In the process, you'll have the opportunity to raise your profile and take on serious policing challenges. More than that, you'll do it in a unique and picturesque setting that balances busy urban centres with rural villages.

Whether you want to specialise in a specific area of policing, or make your way up through the ranks, our experienced leaders can help you get there. Simply bring us your talent, dedication and enthusiasm, and we'll welcome you to the team.

APPLICATION STAGES

The application will be reviewed, and if you are successful at this stage, you will be contacted to arrange an interview. Prior to the interview, we will require you to provide your training records from your current force.

If successful at interview, you'll be required to pass medical and fitness tests, as well as providing a current force reference. You'll also have to pass our security vetting process. You can find more detail on this in our applicant help section, and it's essential that you read this.

You will also be required to complete a medical questionnaire and an eyesight form, for which your GP and optician may charge. We are unfortunately unable to reimburse these costs. We will also send you an

Occupational Health consent form, which enables us to approach your current force for a copy of your Occupational Health medical records.

If you pass all these checks, you will be contacted with our next available intake date. You'll then receive a final offer letter, containing your posting details, along with instructions regarding your first week.

Please do not serve your notice to your current force until you have received your final offer letter in writing.

If you have any questions regarding any stage of the process, please contact **HRenquiries@herts.pnn.police.uk**.

ELIGIBILITY CRITERIA

You must have passed your probationary period in your current force, and currently work in another Home Office police force.

You should have an up-to-date performance development review from your current force, and you will be asked for copies from the last three years as part of the pre-appointment checks.

If we are open for higher ranks, you must currently be serving substantively at that rank to be considered for transfer.

Tattoos which are offensive, garish, prominent or numerous are not acceptable. Please supply photos and measurements of any tattoos along with your application.

PRE-APPOINTMENT CHECKS

If you're successful in the selection process, you'll receive a conditional offer, and you'll be required to pass medical and fitness tests, as well as providing a three-year reference history and passing a security vetting process. You can find more detail on this in our applicant help section, and it's essential that you read this.

PAY AND BENEFITS

As a police officer transferee, you will retain your continuous service and current level of pay (excluding force specific benefits, for instance London weighting).

You'll also retain your annual leave entitlement, as long as there is no break in service. You will remain on your current pension arrangements.

You will receive £2000 South Eastern allowance per year on top of your basic pay, if you are

not already receiving housing or transitional rent allowance.

We give people the support they need to make a positive contribution to our services. For all the benefits you'll receive with us, please see our working with us section.

WORKING WITH US

Our staff support their community, and we do our utmost to support our staff. In this section, you'll find everything you need to know on what we can offer for our employees, and what it's like to work here.

BENEFITS

Work/life balance

Recognising the benefits of flexible working, we offer all police officers and police staff the opportunity to apply for flexible working patterns. All requests will be given full consideration and balanced against operational policing needs.

Sports and Social Club

Within our Sports and Social Club, you can enjoy clubs and social events, as well as participating in the force lottery. The club also offers many discounts, special offers, trips, and events for all members. The majority of the trips are also open to family and friends at a non-member price. Paid membership of the club is available to serving police

officers, police staff, retired members, and members of the Special Constabulary. There are also honorary, social, temporary and associate members.

Police Credit Union

Financial products and support is available through the Police Credit Union.

UNISON

If you're a UNISON member, you'll receive preferential travel insurance, and access to a robust healthcare scheme, covering everything from eye exams to hospital stays. You can also obtain these benefits for your dependents. Mortgage advice will also be available, as will assistance with wills, and you'll be offered discounts on cars, insurance, holidays, and plenty of other products.

Police Federation of England and Wales

The Police Federation of England and Wales is one of the largest staff associations in the UK, representing the interests of all police constables, sergeants and inspectors (including chief inspectors).

OUR COMMITMENT TO OUR COMMUNITY

We want to ensure that our force always represents the diverse and vibrant community

we serve. To that end, we've devised values that support our strategy, main aims and vision.

Recognising and drawing on our differences makes us better as a police force, so we actively look to bring out the best in each other, as individuals and as teams.

It's vital that we act as ethical and professional public servants, and we encourage all our staff and volunteers to stand by our Code of Ethics.

We're committed to providing the best service we can for the people of Hertfordshire. We place a high value on our position as a local organisation, and do everything possible to support the community in whatever way we can.

SUPPORT IN THE WORKPLACE

We are a richly diverse workforce, and we aim to care for all employees by providing access to a wealth of support networks and groups.

Hertfordshire Black and Asian Police Association (HBAPA)

The HBAPA is a support group, set up in 1998, for visible ethnic minority police officers and police staff.

The group aims to harness the experience and expertise of visible ethnic minority staff within Hertfordshire, and strives to improve

working environment, to promote cultural diversity in employment, and to contribute to a changing culture.

For general enquiries, email **hertsbapa@herts.pnn.police.uk**.

Hertfordshire Association of Muslim Police (HAMP)

HAMP aims to assist Muslims in the workplace with prayer, fasting, and opportunities to raise any concerns within their working environment.

HAMP also helps the wider force to understand the issues faced by Muslim staff on a day-to-day basis.

For further information you can email Irfan Ishaq at **Ishaq@herts.pnn.police.uk**.

British Association of Women Police (BAWP)

This national organisation embraces women of all ranks and grades within the police service. It gives women a voice, helps raise awareness of issues affecting women, and offers a framework of female support.

Within Hertfordshire, officers and staff have an accessible network for discussing and dealing with particular career or life issues. That can be anything from equal opportunities to family-friendly working practices.

For general enquiries please email **admin@bawp.org**. You can also find more information at **www.bawp.org**.

Engage support Group for women

Engage harnesses the experience and expertise of all women in the workforce, to provide support and to contribute to a changing culture. Membership is automatic for every female member of staff, paid or voluntary.

The group aims to show that women are valued by the force, and looks to achieve gender balance. In addition, Engage ensures that women's voices are heard in influential policy forums, and helps develop an understanding of the competing demands that women can face in achieving a work/life balance.

It's a support network that promotes equality and development opportunities, as well as demonstrating the importance of cultural diversity in employment and service delivery. Engage is also instrumental in improving recruitment, retention, and progression, and in developing new and existing policies.

If you have any questions, email **engage@herts.pnn.police.uk**.

Keystone (Support group for LGBT officers and staff)

Keystone was set up in 2001 to provide an internal network for local LGBT staff and officers. Keystone works on the ground to make Hertfordshire a safe, supportive, and fair working environment for LGBT employees.

Now an established networking resource, fully supported at the highest management level, Keystone provides advice and practical assistance on any relevant issues. It also works to improve working practices, eliminate discrimination, and influence new policy development.

For further information you can email Mark Smith in

confidence at **mark.smith4@herts.pnn.police.uk**.

Disabled Police Association/enABLE

The DPA and enABLE offer support for Staff and Officers who may have a disability or health issue, or who provide support or care for someone with a disability. Active in the promotion of disability rights and awareness, enABLE members are consulted and involved in making policy and procedural recommendations to the Constabulary. All staff and officers of the Constabulary are considered to be members of the Hertfordshire branch of the Disabled Police Association. enABLE works with colleagues in neighbouring Policing areas and engages with the Disabled Police Association at National Level.

Enquiries should be sent via email to **renable@herts.pnn.police.uk**.

Pagan Police Association (PPA)

The Pagan Police Association is a national organisation supporting pagan officers and staff. Working together, PPA aims to improve the relationship between the pagan community and the police.

If you have any questions email Andrew Parry at **andrew.parry@herts.pnn.police.uk**, or visit the website at **www.policepaganassociation.org**.

Christian Police Association (CPA)

The Christian Police Association has branches in the majority of police forces in the UK. As part of the CPA, each branch is run locally under the national authority of the CPA Council. We actively engage in both support and encouragement of officers and staff, by meeting and e-mailing circulations of Bible reflections.

You can find more information about the C.P.A. at **www.cpauk.net** and **www.herts.cpa.org**. You can also follow on Twitter at **@HertsCPA** and on Facebook at **www.facebook.com/HertsCPA**.



The British Franchise Association

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you prepare to ask the right questions and make the right choice for you.

WHAT IS FRANCHISING?

Business format franchising is the granting of a license by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade under the trade mark/trade name of the franchisor. This agreement also allows franchisees to make use of a comprehensive training package, consisting of all of the necessary information to enable a previously untrained person to establish a business using the brands format with continued support from the franchisor.

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

The British Franchise Association (bfa) was established in 1977 and is the only voluntary self-accrediting body for the UK franchise sector. Its aim is to promote ethical franchising practice in the UK and help the industry develop credibility, influence and favourable circumstance for growth. It does this with a self-regulatory, standards based approach to membership of the association. In addition the bfa works to increase the awareness of ethical franchising by communicating with government, academia, the media and the UK public on what constitutes franchising best practice.

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

Simply put, a 'good' franchise will protect the interests of their franchisees whilst supplying the agreed training and ongoing support for any franchisee trading under their proven business model. As franchising in the UK is unregulated, there are franchises around that fall short of any or all of these characteristics and this is why it is important for you to do your research before handing over any money or signing a legally binding contract.

All members of the bfa have undergone and passed the bfa's rigorous accreditation process.

These brands then agree to abide by the bfa's rules of membership and periodic reaccreditation of their brand as standard. To complete this accreditation process, the bfa's accreditation team review the brands promotional materials, check they can evidence their financial projections, survey the franchisee network and check the franchise agreement with a bfa accredited legal advisor. This detailed process is designed to filter out the brands who do not meet the bfa's standards. As a result, brands do not always pass their accreditation the first time. The bfa then provide feedback on what changes or improvements need to be made to meet these standards, thus enabling franchisors to improve their franchise offering for the benefit of their whole network.

Not being a member of the bfa does not mean that a franchise brand is not 'good'. bfa membership is voluntary and there can be a number of reasons that brands choose not to join membership. However, it is incredibly important when considering joining a franchise to complete your due diligence to ensure the brand is right for you before you commit – especially if the brand has not undergone bfa accreditation.

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

What checks shouldn't you make should be the question! As mentioned before, prospective franchisees invest time and money into building a business under an already established brand; therefore it is important that they are comfortable that the brand is worthy of that commitment.

Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, but also whether their network of franchisees are helping to build a positive brand image through their customer service – after all who wants to join an operation with a network of franchisees that are damaging the brands reputation?

That being said, do bear in mind that there are always two sides to the story. Do bring any concerns raised during online research to the franchisors attention. They may have a good explanation for what you found or alternatively, they could convince you that their brand is not where you want to place your trust and funds.

Ask them detailed questions:

To name a few: how long did the business operate before they franchised? How long have they been franchising? How many franchisees are currently operating? Have many franchises failed whilst trading under the brand? These can feel like tough questions to ask, however, it is incredibly important that you ask them. Firstly, you can find out a lot about a franchisor from how transparent and forthcoming they are when answering these questions. Secondly, a 'good' franchisor will be selective about who they introduce into their network, being prepared with sensible and detailed questions proves commitment to the franchisor.

For more questions to ask a franchisor during your initial meetings, visit the bfa website and read 50 questions to ask a franchisor: www.thebfa.org/join-a-franchise

Speak to existing franchisees:

This is a crucial step to check what training and ongoing support is received once the franchise agreement has been signed. Don't be fooled into only speaking to the franchisors favourites, they should be willing to allow you to choose from a list of their franchisees which you would like to speak to. You may wish to ask to choose

from lists of their top performers, average performers and under performers to determine how they support received is adapted to the requirements of their franchisee.

Request evidence of financial projections: It is inevitable that a brand will indicate to you how much money you can expect to make whilst trading under their model and brand. Before you trust these projections, request to see evidence that these have previously been met.

At this stage it is fairly common for a franchisor to ask for a refundable deposit before they reveal their financials to a prospect. This must be refundable and is usually refundable less any reasonable expenses. Reasonable expenses are genuine costs such as, paying a surveyor to scope out locations in your local territory, not administration charges for answering your questions. This refundable deposit will be returned to you if you decide the proposition is not for you. If you decide to proceed to invest in the franchise, this will usually be deducted from the franchise fee you pay at the start.

Get the franchise agreement checked: The bfa can't stress enough how important it is not to skip this step. This legally binding document will form the basis of your business relationship for

the duration of the contract. A single document that details both the franchisor and franchisee responsibilities, as well as what protections are in place to prevent you from being terminated from the network without cause.

For a full list of bfa accredited solicitors who specialise in franchising, visit the bfa website: www.thebfa.org/members



You can view a full list of bfa members on the bfa website here: www.thebfa.org/members

WHAT DOES THE BFA OFFER TO HELP PROSPECTIVE FRANCHISEES MAKE THE RIGHT CHOICE?

There are a host of resources available on the bfa website designed to help franchisees prepare to make this big choice. The bfa have developed a free online course in association with Lloyd's Bank to help prospective franchisees build a strong foundation of knowledge. The Prospect Franchisee Certificate is easily accessible, modular and

can be completed at your own pace. At the end of the course, you will be able to print a certificate to show that you have taken the time to learn about franchising and what it could mean for you.

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their

journey with unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

There is no guarantee of success no matter what type of business you are starting. However, business churn rates in franchising are low at just 4.6%1, 1.6% of which accounts for retirement. Franchising has proven itself to be a fantastic route to self-employment and business ownership, with 44,2001 businesses in the UK owned by franchisees. More than half of these franchisees are reporting that their businesses are achieving an annual turnover of over £250,0001. Besides the financial rewards, franchised businesses are also creating jobs for their local communities, with 621,0001 people employed in franchising. A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this

is because the franchisor will provide comprehensive training and ongoing support to help the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who are returning to work. The plethora of franchise opportunities available cover a variety of sectors and models. As a result, franchisees are able to decide whether they would like a business that requires a larger time commitment in exchange for greater financial rewards and opportunity for business growth, or whether they would like a more flexible business that fits around

their family commitments whilst still providing a fulfilling career.

The biggest benefit of all is that the business model has been proven. This means that the franchisor has traded under their model to test the model and calculate their financial projections. As a result, the franchisor will have learned from mistakes made in their own business, this enables them to provide training and support to ensure their franchisees can avoid repeating these mistakes. Use of a proven business model is also looked upon favourably by banks when they are considering lending to a prospective franchisee as opposed to an individual starting a private company. ●



To find out more about joining a franchise, visit the bfa website: www.thebfa.org ●

With Hire A Hubby you can turn your DIY skills into a profitable business



Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.

Time pressures and lack of skills mean that there is a ready demand for the handyman services that Hire A Hubby franchisees provide. There are currently 25 franchisees in the UK and we are looking to grow this number in 2019. If you have strong DIY and property maintenance skills, a desire to own and run your own business, then a Hire A Hubby franchise could be just what you're looking for.

HOW IT WORKS

Each Hire A Hubby franchisee runs their own business but they are backed by the security and support of a long established handyman franchise operation. Your franchise comes with an exclusive territory, a two week training package that includes both practical know how and business administration training, a company laptop and mobile phone, Police/DBS checks and insurance. There are only two things that new Hubbies have to provide, their tools; which most DIY enthusiasts already have, and a white van; which will be sign-written during their training.

Several of our franchisees come from the military. Paul Davies spent 10 years in the 1st Battalion the Welsh Guards before becoming a franchisee working in his local town of St Neots. In the past four years his business has gone from strength to strength. In common with many franchisees his business has developed from simple DIY tasks to more complex bathroom and kitchen renovations and house extensions. Speaking

about his experience Paul says; "It has been hard work but I have reaped the rewards of running my own business. Investing in a Hire A Hubby franchise has been the best move I've ever made."

Leigh Hathway, Hire A Hubby Westbury on Trym, spent two years as a Gunner in the RAF Regiment before leaving on medical grounds. Having trained as a plasterer he met his business partner while helping with some renovations for his local Scout group. Speaking about his decision he says "Hire A Hubby gives me the support network of a big business whilst allowing me to run my own business. I really enjoy the variety of work and no two days are ever the same."

INCOME GUARANTEE

Hire A Hubby offers a first year's income guarantee of up to £50,000. The guarantee is dependent upon the initial investment and enables an individual to take the step into business ownership safe in the knowledge that they are able to call upon us for financial support

should it be required. We believe that this makes us unique within the franchise world. The income guarantee that is on offer represents the minimum turnover Hire A Hubby would expect a new franchisee to be able to achieve during their first year. Given the demand from home owners for the sorts of services that the Hubbies provide, many franchisees easily exceed this. Indeed many franchisees are able to scale their business to the point where they need to take on one or two members of staff by the end of their first year.

SYSTEMS AND SUPPORT

Each franchisee has access to Hire A Hubby's very own computer system (hub e-connect) which allows quoting, scheduling, and administration to be simplified. However, more importantly it also allows a franchisee to monitor their operation, particularly from an efficiency and profitability perspective. This ensures performance is always



Leigh Hathway Hire A Hubby Westbury on Trym



Paul Davies Hire A Hubby St Neots

at its best and can then enable the franchisee to understand their business performance, and decide whether to grow to a multiple vehicle operation. Something that can only be achieved if they know their KPIs (key performance indicators) are where they need to be.

WORKING LOCALLY

Ideally franchisees like to have the territory of where they are living and most franchisees would be within a 30 minute drive of their home location. It is important for a franchisee, not to have to travel too far, as time is money. All Hire A Hubby franchisees are DBS / Police checked enabling them to offer their services to schools, care homes, children's day nurseries and other businesses, where they might come into contact with the vulnerable. After you've completed

your training at head office, you'll be supported in the field by one of the team. During your territory launch week you'll be introduced to your key customer groups including property managers and other regular, repeat business customers.

SKILLS ASSESSMENT

Prospective Hire A Hubby franchisees are required to take a self-assessment, both of their interpersonal and DIY skills. Part of your training package includes a hands on week at a building training centre, this enables our franchisees to brush up on their DIY skills and learn a few tricks of the trade to add to their skill set. The success of the Hire A Hubby brand has been built on individual franchisees working in their local area, providing high quality services, which require excellent DIY skills.

GROWING OPPORTUNITY

As demand for your services increase, there is opportunity to grow your business to a multiple vehicle operation. Choosing to operate multiple vehicles, allows you to become more of a project manager and to take on more work, thereby increasing the profitability of your business. However there is no obligation for a franchisee to have multiple vehicles and any franchisee will only grow their business if and when they wish to do so.

FLAT FRANCHISE FEE

Hire A Hubby take a flat franchise fee so regardless of what a franchisee's turnover is, or how many vehicles they run, they will never have to pay any more. Whether a franchisee wishes to grow their business to a multi vehicle operation or not, they all benefit from strategic business support from the head office team. This includes regular business reviews to check a franchisee's performance against their business plan, and setting goals and business objectives, all things that as a sole trader they wouldn't have access to.

INVESTMENT REQUIRED

Investment levels range from between £15,000 to £25,000 depending on the territory chosen and this can be part or wholly financed if needed. Hire A Hubby have a range of finance packages available from the likes of StartUp Finance or Natwest, who have accredited the Hire A Hubby franchise system and who also offer 75% unsecured funding finance package. From a business perspective there are tax advantages to financing your business and it is something that most franchisees tend to do.

JOIN THE TEAM

In addition to having good practical DIY skills, it is likely that, with your military background, you'll also be a team player, who enjoys working to a plan and you might also have good time management skills. If that is the case then you are just the sort of person we are looking for. We have franchise areas and territories that have now been mapped and available across the UK, so it doesn't matter where you're based we can help you on your journey to becoming your own boss. ●



RUN YOUR OWN PROPERTY MAINTENANCE BUSINESS



Ask about our £50,000 Income Guarantee

If you have great DIY skills and the desire to run your own business we have the perfect career path for you.

Hire A Hubby is a specialist handyman service providing property maintenance and project management services to customers in the domestic, property management and commercial markets.

Franchisees are our backbone. Practical people with a passion for DIY, they run their own business with the security and support of a long established and successful handyman franchise operation.

Your business success over the short, medium and long term is our ultimate goal. Even though individual Hubbies are running their own business, they enjoy full operational support from head office and the Hire A Hubby network.

On top of loving DIY, we're after team players with customer service skills, good time management skills, a strong customer service ethic, be a team player and be able to work to a plan.

Franchises from just £15,000. Call today for more information.



0800 111 4664 www.hireahubby.com

HIRE A HUBBY
PROPERTY MAINTENANCE



UNIQUE CLEANING SYSTEM

Our cleaning system and products have been refined and developed over the years, we have developed the process down to the smallest detail allowing you to get on with running and growing your business. Our tried and tested systems bring you the most simple and easy to use, cleaning system available today. Zero dry time dry carpet, upholstery and hard floor specialists have 4 great solutions for your home, dry carpet cleaning, upholstery cleaning, hard floor cleaning and wooden floor restoration.



We will provide:

- Pat tested machines ready to use
- Fully equipped stock and products
- Uniform
- Van signage
- Tools
- Marketing materials
- Website including full comprehensive training
- ZDT Portal - Help videos
- Franchise forum access
- An exclusive territory
- A full ready to use business package
- Pat tested machines ready to use
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- Uniform
- Van signage
- Tools
- Marketing materials

- Website including full comprehensive training
- ZDT Portal - Help videos
- Franchise forum access
- An exclusive territory
- A full ready to use business package

FRANCHISEE TRAINING AND SUPPORT

Zerodrytime's extensive training programme will enable you to fully understand the practical aspects of your role so you can effectively run your business.

We offer:

- 2 day 'Kick Start' Programme
- 2 week course with classroom and customer facing training



- Real time job shadowing
- Marketing Materials
- Access to our E-learning portal with How to' Video Tutorials
- Continued back office support from qualified professionals

KEY HIGHLIGHTS:

- A massive domestic and commercial markets to service.
- Amazing earning potential and the ability to run multiple vans.
- Build a residual customer base.
- Be part of a national network.
- Industry-leading training and support.
- A man in a van opportunity or management roles – you choose.
- Earning potentials of over £1,500 per week.
- A unique franchise built to help you succeed.

A Zerodrytime franchise is £24,950 + vat* Finance and leasing options available * Franchise fee includes all equipment, machines and full training.

- The fees include:
- Dedicated postcode area for you to market, both domestic and commercial customers.
 - 9 professional machines, the right tools for the right job.
 - Extensive training on all products.
 - Access to video and information on our e-learning portal
 - Bespoke products starter pack (includes everything to start and operate your new business).
 - Marketing pack, shirts, jacket, trousers. Van logo.
 - Advertising pack, business cards, leaflets, brochures and all bespoke material.

LOW MONTHLY MANAGEMENT FEE

- The fees include:
- Day to day and continuing, ongoing support.
 - Dedicated 0800 number with online management of call and enquiries.
 - Web enquiries
 - Mentoring programme

Why not take the first step in becoming a Zerodrytime franchisee, come and visit us in Newcastle for a discovery day.

Zerodrytime

Being involved in the cleaning industry serving both domestic and commercial customers across the board, David Muirhead... zerodrytime founder, was asked the same questions repeatedly from facilities managers in large hotels, to the housewife, can you clean carpets and upholstery? And if so how long will they take to dry? At this point, David realised the huge market out there for people wanting a type of dry carpet/upholstery cleaning service that no one seemed to supply. After all, who wants wet carpets, heating on, windows open and the inconvenience that goes with it. David started investigating and scouring the market for ways to give people what they want, dry clean carpets and upholstery ready for immediate use. In the early days it took a lot of hard work finding the right machines and products involving trips to the USA and numerous UK based chemists to help make the products needed, but it all paid off. Zerodrytime are the UK's

number one dry carpet, upholstery and hard floor cleaners, with 70+ operational vans based across the UK, a Master Franchise in Northern Ireland, and the first overseas Master Franchise based in New Zealand. Zerodrytime then evolved to what we have now, a unique franchise that offers unparalleled services with great earning potential for our franchisees. When you join Zerodrytime, you are assured of the highest standard of training and ongoing business support, backed by a team with a long and successful history in professional cleaning and franchise development. Our unique systems and processes, together with our own products make us industry leaders in the UK's domestic and commercial cleaning markets today. Our franchise offers a real opportunity to change your life for you and your family by giving you a successful business that will grow year on year. A great work / life balance running and operating your own Zerodrytime franchise could be yours. You decide when and where you will be working.

ITS CARPET CLEANING – BUT NOT AS YOU KNOW IT...

The 'on your hands and knees, scrubbing and carrying dirty water' process is now a thing of the past. With the advancement of new technology and products, Zerodrytime have developed a fully robust cleaning system that will enable us to give... you, the home owner what you want when having your carpets cleaned. "Dry carpets and upholstery ready for immediate use with no fuss" – what's not to like!

Imagine if you were having your carpets cleaned, would you like to be told: "that they're fresh, dry, clean and ready to use for immediate use." OR "they are wet, please keep your children, pets and furniture out of the room with the heating on and windows open until they are dry."

At zerodrytime we have developed our own unique range of environmentally friendly products that have been tested to industry standards.

- Environmentally friendly
- Safe for babies, young children and animals
- Sanitises and deodorises
- Removes tough stains
- Leaves environments fresh and clean

STARTER PACK

Once your training has been completed and you're ready to go.



The UK's No1 dry carpet, upholstery and hard floor cleaners

A great choice after you retire...

Earn in excess of £50,000 per year

One franchise, 4 great cleaning solutions. If you're looking for an exciting career change that will bring you financial security without the constraints of working for someone else, a zerodrytime franchise could be the right choice for you.

Franchise areas available near you



Zero Dry Time
Unit 6 Ruby Park
Newcastle Upon Tyne
NE13 7BA

0191 691 4700
zerodrytime.com/franchise
info@zerodrytime.com



Zerodrytime franchisees come from all parts of the Military with different experiences.



Lee Yates
Cardiff
Ex Military Police

Liz Bayley
Bath
RAF Reservist
Ex Close protection

Mark Taylor
Milton Keynes
Ex Royal Marine

How Handy Are You?



Kevin Trump: "It keeps me active, I meet new people all the time and I get to choose which type of jobs I accept. Clients feel reassured and I often get recommended to friends and neighbours."

How Handy Are You?

Exclusively recruiting skilled retired police officers

- Flexible Full-Time & Part-Time Opportunities
- Related Qualifications Not Required

Enjoy the freedom and flexibility of being a self employed handyman/woman without the hassle and cost of setting up from scratch. Use your current skills to help people in your community and earn additional income.

Trust in Blue (TIB) are looking for punctual, reliable men and women with extensive home maintenance experience to join their national network of trusted self-employed handypeople across the UK.



www.trustinblue.com/careers

"Despite all the things I have seen after 30 years as a police officer I was astonished and frankly a little disturbed at just how much the elderly and vulnerable are still targeted." Chris Sims, former Merseyside Police Officer joined Blue Local Handymen in April 2014 and says that he "gets an enormous sense of wellbeing knowing that the elderly and vulnerable now have an organisation they can fully trust and rely upon."

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK. Blue exclusively recruits retired police officers to be

handymen, providing peace of mind to a wide variety of domestic and

business clients and has a particular focus helping older and vulnerable people.

"One of my customers was recently ripped off by bogus officials to the tune of £20,000 and as you can imagine she was nervous about anyone coming into her home. She was delighted and hugely relieved to be able to rely upon Blue." Dave Hogg, Durham

"I enjoy working with my hands and get a great deal of satisfaction when I have repaired something that is broken. Clients are very grateful that I will come out to them when others will not bother." Jake Stevenson, Wanstead

Nick Orde-Powlett, who founded the company, said: "Whilst the remuneration is obviously important, our members primarily join because they want to get out and help people in their communities."

The organisation links new members (handymen) up

with established members to enable them to seek advice from experienced handymen whenever they wish to call upon it, typically for estimating and planning purposes.

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm never out of my depth and there

is never pressure to accept every job I'm offered. There are also colleagues I can phone if I get stuck with anything. I can regulate my workload and income as I wish."

The primary mission of Blue Local Handymen is to enable retired police officers to easily establish themselves as trusted handymen, without the usual cost, hassle and risk of setting up alone. Chris Sims likes to get out and help people: "Having Blue behind you from the outset takes away the worries of administrative duties, call handling, invoicing and generating work through various types of advertising, allowing you to simply get on with the work. There is absolutely no pressure to take on all the work passed to you and so you can be a busy as you want to be." Blue are currently expanding their network in order to help more people across the UK.



Jake Stevenson: "For me it is a very positive experience, from the variety of the work to the nice people I get to meet."

Blue

If you would like more information on joining just enter your details on the careers page www.trustinblue.com/careers

www.policeresettlement.com

YOUR Local Franchise Opportunity!

"Today we cleaned 17 homes YET never left our house!"

Imagine owning your own domestic cleaning franchise, earning around **£65,000 per year profit** and never doing any cleaning yourself!

And you can work from home at times that suit your children, lifestyle or other commitments.

AT LAST, a real business that works and you can be really proud to own!

Our domestic cleaning franchise system is the longest established in the UK, and is easily the most successful with over 200 franchisees across the UK and Ireland.

Here are **seven crucial reasons** why you should consider investing in a **Time For You** domestic cleaning franchise.

1. Work from home.
2. No staff worries.
3. No invoicing.
4. No stock required.
5. The only franchise with a **100% Money Back Guarantee!**
6. No cleaning done by you
7. **Clients pay in advance!**



Ann Brebner
Time For You (Northampton)

Police To Successful Business Owner!

Leaving the Police was the best move I've ever made but, I didn't know it at the time! Don't get me wrong, I loved my job as a Detective Constable in the met. However, after falling pregnant with twins something had to change. I researched many business opportunities but they all seemed difficult to integrate with family life.

I needed a guaranteed, proven, easy to run home based business that fitted in with me and my family.

Having had a cleaner from Time For You I had an idea of how the business worked from a client's point of view. It seemed the perfect business model so, I booked an appointment with the Franchisor and was really impressed with the whole set up. Support, training and a easy to run home based business that works!

Safe to say within a week I'd bought the franchise! From that point onwards I have never looked back with any regret, only thankfulness that I was blessed to come across Time For You and the wonderful things it has allowed my family to experience. I now have an amazing work life balance and TIME FOR ME!

Find out more **NOW** by visiting:

www.time4youfranchise.com



TIME FOR YOU™
DOMESTIC CLEANING

The Boat Building Academy



The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands on' learning.

The school was founded in 1997 by Commander Tim Gedge, who still serves as a director today. The Boat Building Academy is a member of the British Marine Federation and an approved City & Guilds centre.

The flagship internationally recognised 40-week Boat Building course teaches students to build boats to professional standards across a range of construction types, from traditional to contemporary designs. A number of students, roughly equalled to half of the students on the course, can build their own boats as part of their training on the course.

Each course attracts students from all over the world, all with their own background and story of how they came to the Academy. There are no strict skill requirements for the course, in fact, all that we ask for is enthusiasm, motivation and dedication for the training that we provide. Such a broad range of people means that in the workshop you might find school leavers working

alongside retirees, or a computer specialist with little practical skills now project managing a boat build with his team.

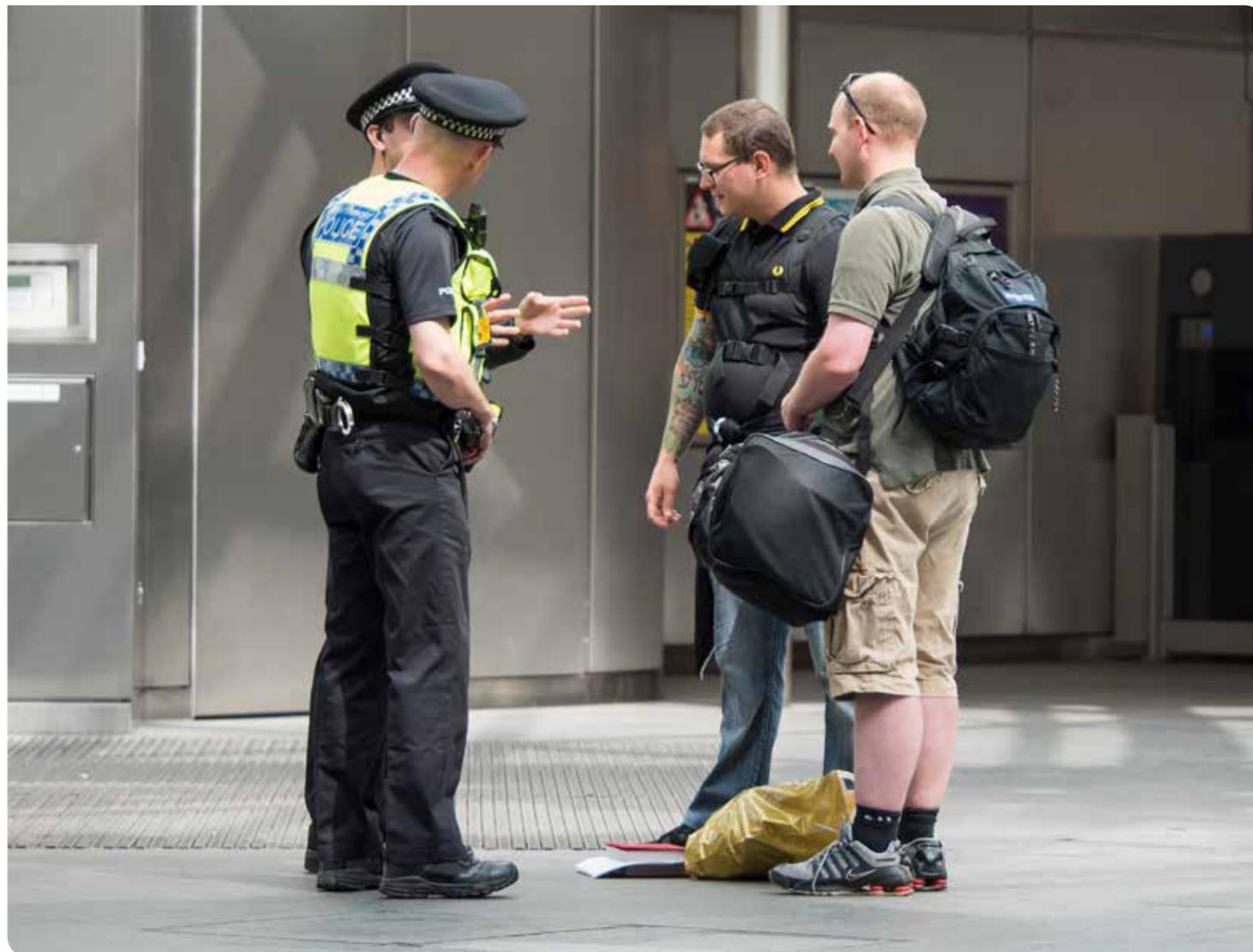
Every student comes away from the Academy with the essential skills needed for today's changing marine industry. All are enrolled for the Diploma in Boat Building, Maintenance and Support (*incorporating City & Guilds Level 3 Diploma in Marine Construction, Systems Engineering and Maintenance*). Students can opt out of the qualification if they find it is not relevant to their desired outcome of the course.

The 12-week Fine Woodworking course runs alongside the Boat Building course but is entirely separate, with its own dedicated workshop. Students learn how to design and make furniture, progressing from sharpening tools to eventually making a final project piece of their own design. Over the years these pieces have ranged from a wooden bicycle, a 'real tennis' racket, a toy chest and recently, an Orkney chair. Students can undertake an optional Level 3 qualification (developed by the Academy in partnership with awarding body PIABC). Likewise, with the 40-week course, students can choose whether to opt out.

The 2 to 5 day short courses serve as an introduction to the many skills covered in the 'longer courses' at the Academy. Hobbyists, professionals and enthusiasts can turn their hand at boat building courses such as GRP Repairs, Rope Work, Renovation and Finishing or perhaps brush up on their woodworking skills with Basic Woodworking levels 1-3. The Antique Furniture Restoration and Marquetry courses compliment the comprehensive skills taught at the Academy.



For a full break down of short courses available, have a look at the 2019 Short Course programme on the Academy's website. ●



British Transport Police need you to join our team!

What we do...

MOVING ¼ MILLION TONNES OF FREIGHT SAFEGUARDING 6 MILLION PEOPLE

The railways lie at the heart of Britain's community, commerce and industry. In fact, the Government's integrated transport policy promises to give them an increasing role in the life and prosperity of the nation. Over a quarter of a million tonnes of freight is moved from depots to docks and over six million people travel every day on Britain's railways.

We make sure that all this takes place within a safe and secure environment – one free from disruption and the fear of crime.

We also police sporting and major events such as football, rugby, major concerts, demonstrations, Pride events, Marathons and events in Hyde Park. A testament to this was the way we helped police the Olympic and Paralympic Games in 2012. There was a massive demand on our transport system throughout the Games, especially in London. With meticulous planning and by working together seamlessly, we were able to

ensure that new and regular travellers felt safe and welcome.

It's the way our Police Officers and Staff work that really sets us apart — we have a friendly, open and engaging style. We're always looking for ways to work more effectively and deliver value for money to the public. One of the main things the public and rail operators notice is the way our people go out of their way to help anyone in distress.

We're actively working towards creating a workforce that reflects the communities we serve and is a place where people feel valued and respected. Furthermore,

valuing diversity and promoting equal opportunities is at the heart of our vision, mission and values. BTP strive to recruit the best calibre people with the best possible attitude.

10,000 MILES EVERY DAY

We protect and police 10,000 miles of track and 3,000 railway stations and depots every day. We police the London Underground system, the Docklands Light Railway, the Midland Metro Tram System, the Croydon Tramlink, the Sunderland Metro and the Glasgow Subway. We move and safeguard around six million people every day.



These are unique policing environments, with unique sets of needs. Our police officers and staff provide specialist policing across the country. Furthermore, with the latest technology at our disposal we're able to deal with rail crime that crosses counties and networks.

Our people must be trained to the highest standards in order to meet these needs. It's a challenging environment, one with everything you would experience in another police force and quite a lot more.

550 OPPORTUNITIES TO JOIN US THIS YEAR

Join us and you'll be providing specialist policing across the country. This is your opportunity to work in a unique environment and deal with rewarding challenges that you won't find in any other Force.

You'll be joining some of the best people in their field. You'll share their enthusiasm for exemplary customer service, both internally and externally, and be able to make the most of your good commercial acumen.

We'll reward your ambition and drive with the expert training you need to excel and to protect six million people every day. Your career development opportunities will be second to none with the possibility of taking on more responsibility, transferring to specialist units or choosing to go on secondment.

Here, you'll be able to deal with unique situations that will challenge you. You'll be amongst like-minded, talented people who share your passion for a job very well done. You can expect your salary to be competitive and your benefits to include:

- Up to 28 days annual leave for Police Staff and Up to 22 days for Police Officers.
- Cycle to Work scheme – you'll have the opportunity to hire a bicycle from us to cycle to work and you won't pay National

Insurance or tax contributions on what you spend up to £1,000.

- Season ticket loan – after your probationary period, we'll give you an interest free loan that you'll pay back straight through payroll each month.
- Financial Services Benefits via Police Mutual.

Police officers are often eligible for Key Worker Housing which can help you to get on the property ladder through government backed low cost ownership options.

OVER 1,100 DIFFERENT ROLES

There are four different ways to join the frontline of BTP:

- Police Officer
- Transferee
- PCSO
- Special Constable

It is the vital role of our Police Staff to support the operations of our Force. It takes every one of our 1400+ police staff to ensure our 3400+ officers can police 10,000 miles of track and face all of the challenges they meet. This takes leadership, policy development, national strategic planning, monitoring, quality control and advice functions for the organisation.

Our key departments are:

- People and Development
- Information Services
- Learning and Development
- Finance and Procurement
- Corporate Communications

WE WANT TO HEAR FROM YOU!

We have a positive equal opportunities policy to ensure all applicants are treated fairly. We welcome applications from all areas of the community regardless of age, disability, race, colour, religious belief, marital status, gender or sexual orientation.

We work closely with Support Groups when we arrange recruitment campaigns, on the

impact assessment of new policies and procedures or how to adapt the working environment.

POLICING AT HEIGHTS TEAMS

The Policing at Heights teams were set up to undertake a range of tasks including searching at heights, removing protesters and discarding of flash advertising.

TERRITORIAL POLICING AND SUPPORT UNIT (TPSU)

The TPSU oversees our local Police Community Support Officers (PCSOs), Railway Safety Accreditation Scheme and Special Constabulary.

COUNTER TERRORISM SUPPORT UNIT (CTSU)

The CTSU consists of the following multi-disciplined teams:

- Explosive Search Dogs Section
- General Purpose Dogs Section
- Armed Policing Capability
- Special Movements Section
- Specialist Response Unit

POLICE DOGS UNIT

Our police dogs provide a vital supporting role to reduce crime throughout the UK. They are trained to track suspects from crime scenes, chase and detain offenders, search for property at or near crime scenes and search for missing persons. They can also detect explosives, drugs, cash and firearms.

The Police Dogs Unit is broken down into three sub-sections:

- Central Operations General Purpose (GP) Dog Section
- Outer-London Police Dogs
- Explosives Search Dog (ESD) Section

ARMED POLICING CAPABILITY

Following the terrorist attacks in Mumbai and based on the current threat from International Terrorism being at "substantial" BTP created its own Armed Policing Capability.

Since 2012 key locations have been routinely patrolled by our highly trained armed policing officers. They are supported and are able to support colleagues in surrounding Home Office Forces upon request.

The safety of the public and staff is of paramount importance and these officers form part of the Counter Terrorism Support Unit who carry out high visibility patrols providing reassurance and a visible deterrent against terrorism on the railway.

SPECIAL MOVEMENTS SECTION

Special Movements Section, whose main role is to provide policing support to the Royal Train, VIPs and strategic military movements by rail. They work in partnership with the Royal

Household, MPS Royalty Protection group, other police forces and the rail industry. They also offer guidance about counter terrorism to areas and police stations.

SPECIALIST RESPONSE UNIT (SRU)

SRU officers are police officers first. They deal with other incidents on the railway, including robberies, thefts and fatalities. However, their additional training and skills mean they can respond to specific incidents when needed.

They respond to reports of unattended items on the railway. They assess packages, bags and ambiguous substances such as unusual smells, powders, liquids and chemicals.

SPECIALIST UNIT, SPECIALIST EQUIPMENT

Our SRU is unique within British policing because of the broad spectrum of incidents that they respond to.

They use mobile 3D X-ray machines to examine unattended items. And, in the unlikely event of a chemical incident, SRU officers wear chemical resistant gas tight suits and deploy a hapsite to analyse the atmosphere and establish what specific chemical has been used. Our chemical agent monitors were designed for the military – they tell officers whether a substance is a threat or not



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CONTINUED >>

PUBLIC PROTECTION UNIT (LONDON NORTH)

This unit was set up to help officers to co-ordinate activities around suicide prevention, child protection, domestic violence prevention, sex offender management and mental health liaison for London North area.

PUBLIC PROTECTION UNIT (LONDON UNDERGROUND)

This unit consists of the Sexual Offences Unit and the Workplace Violence Unit.

SEXUAL OFFENCES UNIT

This unit investigates incidents of sexual assault or some cases of Outraging Public Decency on the Underground.

WORKPLACE VIOLENCE UNIT

This unit has specialist knowledge of Honour Based Violence, Domestic Violence, Stalking offences and the DASH Risk Assessment Model. They collect statements, provide stills and storyboards from CCTV for London Underground staff crime.

DISASTER VICTIM IDENTIFICATION (DVI)

Since the Potters Bar crash of 2002, a great deal of work has been done in Britain and internationally to improve DVI.

Part of BTP's strategy in dealing with body identification after a disaster has been the deployment of a body recovery team. This is made up of officers from different areas who come together when the need arises.

FAMILY LIAISON OFFICERS (FLOs)

Our FLOs are specially trained to provide a two-way flow of information between bereaved families and our investigation teams. They help support the family through the police investigation, answer questions and gather important information about the person who has died.

After a fatality on the railway, it is vital to gather a full picture of what happened as soon as possible, so that we can establish the cause and circumstances of their death. Our FLOs help us to do this in a way that is best for their family and friends.

WITNESS CARE UNIT

Each Witness Care Officer acts as the single point of contact for a victim or witness. They assess the individual needs of a victim or witness and update them or the officer in charge about the progress of the case.

They also make arrangements for the victim or witness to attend court if they are required to give evidence and refer them to external organisations if they need more support.

SCIENTIFIC SUPPORT UNIT (SSU)

The SSU is responsible for recovery, collection and submission of items for forensic examination and identification. They comprise

of several departments, all providing specialist advice and guidance to officers at all levels on forensic matters.

HI-TECH CRIME UNIT (HTCU)

The HTCU is responsible for retrieving electronic evidence from digital devices, such as computers, mobile phones, SIM cards, memory cards, satellite navigation, USB devices, digital cameras and gaming consoles for use in court. They also provide technical advice and support to other officers working with digital media.

FORCE TECHNICAL SUPPORT UNIT (FTSU)

The FTSU provides covert technical equipment and expertise to assist with the prevention and detection of crime or disorder. For example, they can provide listening devices. They support and work in partnership with the Area Technical Support Units (ATSU).

CCTV INTELLIGENCE UNIT

This was set up in 2005 to monitor the 15 mainline London terminals for intelligence-gathering purposes and to help Officers with ongoing operations, live monitoring and pre-planned events.

ECONOMIC CRIME UNIT

The Economic Crime Unit is made up of three specialist units who deal with different aspects of financial crime

across the force, these include: corruption investigations, payment fraud and major fraud.

OUR VISION

"To deliver a first class, specialist policing service for the railway and to be recognised by our customers as providing excellent value for money."

OUR MISSION

"Our mission is to protect and serve the railway environment and its community, keeping levels of disruption, crime and the fear of crime as low as possible."

Our Values

- **Integrity and Respect:** acting with honesty and authenticity, demonstrating respect and understanding.
- **Common Sense:** taking a sensible and practical approach and challenging bureaucracy.
- **Trust and Confidence:** promoting confidence in BTP and the Policing Service, providing a reliable and consistent quality of service.
- **Determination:** always strive to achieve the best results for our force, the railway and the public.
- **Professionalism:** providing smart, skilled and consistent service at all times, representing BTP in the best light.
- **Pride:** take pride in working for BTP and serving the community.

Thames Valley Vacancies



As the largest non-metropolitan force, Thames Valley Police covers a wide area across Buckinghamshire, Berkshire and Oxfordshire.

The mix of urban and rural policing presents challenges and opportunities that are unique to

Thames Valley Police. We have exciting opportunities available for experienced police constables who have served with other Home Office forces to transfer to a forward thinking, modern police force.

There is a wide range of development prospects at Thames Valley Police, whether promotional or lateral. We run PC to sergeant promotion boards annually and offer an extensive range of training opportunities to our officers.

Upon transferring to Thames Valley Police, you can be confident you'll be working with a professional team of people. We are committed to working together to ensure we deliver on our promises of making our communities safer and cutting crime.

We are now accepting applications for the following transferee roles, applications can be submitted on our careers portal.

- police constable
- detective constable
- re-joiner police constables

ELIGIBILITY

To be eligible to join as a transferee or re-joiner, you must:

- be currently serving with another Home Office force or have served within a Home Office force within the last five years
- have passed the Initial Police Learning and Development Programme (IPLDP)
- have successfully gained 'fit for independent patrol' status (FIP)
- live within 20 crow miles of one of our main police stations

APPLICATION PROCESS

Once your transferee application has been submitted, we will

review your suitability for the position you have applied for. This includes reviewing your most recent Performance & Development Review (PDR) and training record, along with the competency based evidence in your application.

If you are successful at shortlisting, you will be invited to a transferee interview or assessment. We host interviews every two weeks and offer a number of dates and times to suit your schedule.

Successful applicants will then be guided through the transferee process. You will be required to successfully pass a fitness test, medical examination and vetting check. We will also contact your current force for references to support your application. The process will take, in total, between 3-6 months.

Your posting will be dependent on your individual preferences and operational requirement. Whilst every effort will be made to meet individual preferences this cannot be guaranteed.

Please note police constables will be posted to the Investigation Hub only.

Your first two weeks will consist of an induction course which is held at our Force Training Centre in Sulhamstead near Reading.

**APPLY**

If you live **outside of 20 crow miles** from one of our main stations then please give us a call to discuss your options prior to submitting an application.

If you require any further information about transferring to Thames Valley Police, please email: peopleresourcing@thamesvalley.pnn.police.uk or telephone **0845 2666677** and select transferee recruitment.

If you would like to apply for a transferee or re-joiner role, please see our current vacancies

www.thamesvalley.police.uk/police-forces/thames-valley-police/areas/careers/careers/transferees--re-joiners •





Ask the Police

ABOUT US

'Ask the Police' is an official police resource that provides Q&A's to a wide variety of the general public's most frequently asked policing questions. It offers an alternative online option, reducing calls to the police, freeing up resources and saving money. The website provides links to relevant national organisations PLUS the facility to rate the answer and email a specific question directly which will be answered within 48 working hours by our legal team. Police forces are able to input additional local police information and advice for the benefit of their communities.

Ask the Police website is also available to download as an app.

The 'Ask the Police' website was created by PNLD* as a result of a thematic inspection of call handling within the police service by Her Majesty's Inspectorate of Constabulary (HMIC).

*The PNLD (Police National Legal Database) is a not for profit business service of the Police and Crime Commissioner for West Yorkshire. For over 20 years PNLD has been providing up to date, accurate online criminal law information, including legislative guidance, case law and national standard offence wordings to the police service of England and Wales. PNLD subscriptions are available to support all those with an interest in criminal law, for more information please visit www.pnld.co.uk

The PNLD website contains current information on a wide range of topics, here is an example of the kind of news feeds that are available (Published on the 18th June from www.gov.uk)

Home Office allocates £35 million to police forces for violence reduction units
Sajid Javid announced he has provisionally allocated £35 million to Police and Crime Commissioners in 18 local areas to set up violence reduction units.

Violence reduction units will take a multi-agency approach, bringing

together police, local government, health, community leaders and other key partners to tackle violent crime and its underlying causes.

The cash is in addition to the recent £63.4 million surge funding to forces across England and Wales that are worst affected by serious violence and knife crime.

Violence reduction units will be responsible for identifying the drivers of serious violence locally and developing a coordinated response to tackle them.

Local areas across England and Wales are starting to take a public health approach to prevent serious violence by addressing the issues that cause violent behaviour in the first place. Home Secretary Sajid Javid said: Knife crime is taking too many young lives and it's vital that all parts of society work together to stop this senseless bloodshed.

Violence reduction units will help do this - bringing together police, local government, health professionals, community leaders and other key partners to tackle the root causes of serious violence.

National Police Chiefs' Council Chair Martin Hewitt said: I have consistently made the case that serious violence on our streets is something the police cannot tackle alone. Forces across the country are putting significant effort into addressing the problem, and we are starting to see some positive outcomes.

It is widely agreed that prevention must be the priority, and evidence shows that violence reduction units work in contributing to this effort. The extra funding being provided to Police and Crime Commissioners is therefore welcomed.

The additional investment comes from the £100 million serious violence fund announced by the government in March as part of its continued action to crack down on violent crime.

The 18 local areas will set out plans demonstrating how they will use their provisional allocation to build a public health approach delivering both short and long-term action ahead of being awarded the funding in the coming weeks.

The Home Office will work closely with the violence reduction units to assess how the funding is being used to strengthen the response to serious violence.

Introducing new violence reduction units is part of the government's focus on early intervention, as set out in the Serious Violence Strategy which was published in April last year. In addition to the £22 million Early Intervention Youth Fund, the government has recently launched a £200 million 10-year Youth Endowment Fund, which will identify and support organisations with a proven track record of diverting vulnerable young people away from violent crime.

The government has also made it easier for officers in seven areas most affected by knife crime to use Section 60 stop and search powers. Section 60 powers allow the police to search people in a designated area without suspicion, where serious violence is anticipated.

A consultation on a new public health duty recently took place and the results will be published in due course. The new public health duty would mean a range of agencies such as police, education and health partners, local authorities, offender management, housing, youth and victim services will have a new legal duty to take action to prevent and tackle violent crime. ●



New aeroplanes delivered

All four National Police Air Service (NPAS) aeroplanes are now in the UK.

Two new aircraft were delivered last week from Austria, joining two that received their UK registration markings in April.

Work is underway for all four aircraft to achieve air worthiness and police operational certification - a process expected to take several months - before they can begin flying in support of police forces in England and Wales.

When the aeroplanes are operational, they will be deployed from NPAS' Doncaster base. They will join the existing fleet of helicopters, which fly from 13 other bases.

Chief Superintendent Scott Bisset, NPAS Chief Operating Officer said: "The delivery of the two remaining aircraft is another milestone for this project and a significant step closer to bringing them into service. There is still work to be done before they are declared fully operational but we will be keeping forces updated about progress and how this new resource can assist them to tackle criminality and protect the public."

The aircraft will be crewed by a pilot and a tactical flight officer, using similar camera and downlink technology found on NPAS helicopters.



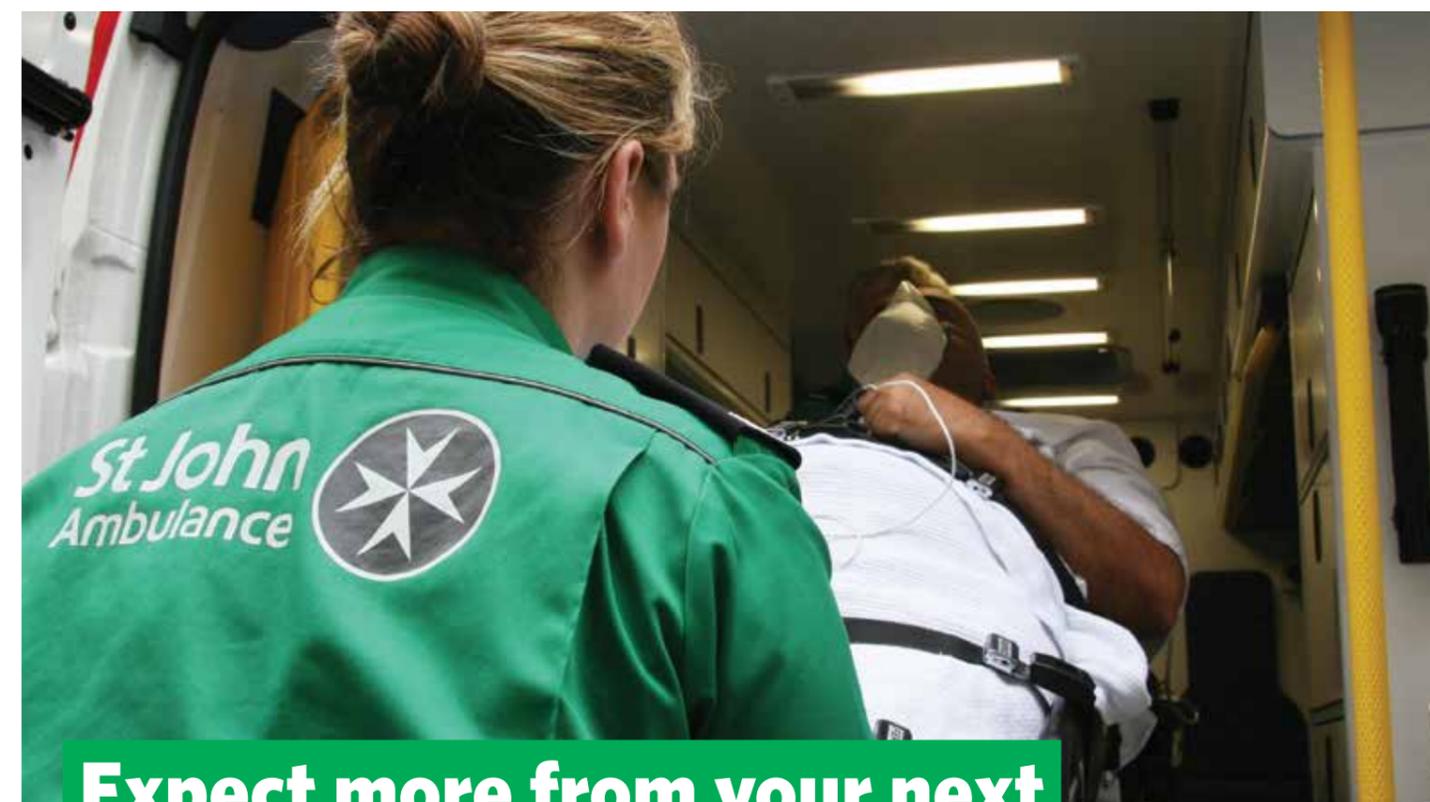
ABOUT THE NATIONAL POLICE AIR SERVICE

We provide borderless air support to all police forces of England and Wales 24/7, 365 days a year, from our national network of bases. The National Police Air Service exists to keep communities safe and tasks

which pose the highest risk to communities are prioritised in line with local police and crime plans. All requests for support are managed through one central point in our national operations centre in West Yorkshire.

The National Police Air Service was formed in October 2012 following the national review of air support conducted by the Home Office in 2009. We are the first and only collaboration of all police forces in England and Wales, regulated by law.

The National Police Air Service is delivered by West Yorkshire Police on behalf of British Policing and governed by a National Board made up of six elected Police and Crime Commissioners and six Chief Constables each representing their policing regions. It is funded through the collaborative agreement of participating police forces to each pay a proportionate contribution toward this overall cost of delivery which corresponds to their service use



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To apply, visit the website at eastamb.nhs.uk

For more information, contact the recruitment team on 01234 243200

**On an ordinary day...
...an extraordinary service**





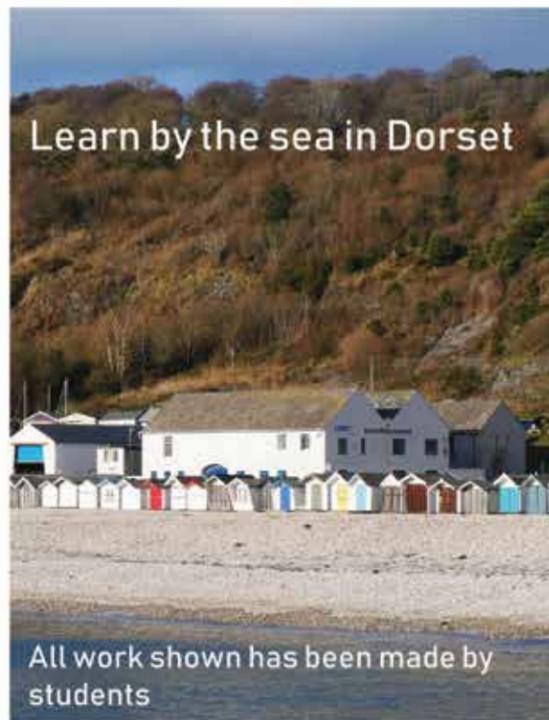
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All work shown has been made by students



Protecting globally with FCO Services

WHO WE ARE

As part of the Foreign and Commonwealth Office (FCO), we are a trusted, global supplier of secure products and services to the UK and international governments. We have come far, our roots date back to the Diplomatic Wireless Service during World War II and now, since 2008, we have operated commercially as a government trading fund, delivering more than £1bn of secure products and services to our UK government customers. We also provide services to foreign governments and international organisations closely linked to the UK.

Operating worldwide, our security cleared people design and deliver secure services in more than 250 embassies, high commissions and other critical government facilities across 160 countries. We design and build government facilities, including diplomatic premises, servicing their technological and logistical needs anywhere in the world. The services we provide include protective security, estates and construction, cloud computing, communications and monitoring, logistics translation and interpreting. We are also the UK National Authority for Counter Eavesdropping (UK NACE), helping protect UK assets from physical, electronic and cyber attack.

WHAT WE DO

Security is at the heart of all that we do. Our expert teams handle everything from installing secure communication systems and IT infrastructure to upgrading customers' sites and building entire embassies. These are the kinds of projects you could be delivering seamlessly across the UK and around the world. Your work will matter because people, assets and information

matter to our customers. You'll be giving them the assurance that they, and their people, are safe from technical and physical threats, wherever in the world they work. And, as such, you'll be providing one of our most valuable services.

Perimeter and Protective Security:

Drawing upon unrivalled experience, we design and install highly secure perimeter and protective systems. Our solutions include CCTV, Access Control Systems, Incident Alarms and Intruder Detection.

Radio and Satellite:

Our teams enable our customers to communicate on a global scale. They design, build and deploy bespoke radio, satellite and internet communication systems – often in remote or hazardous locations.

Secure Telephony and Video Conferencing:

We enable our customers to communicate securely on a global scale – often in remote and hostile locations. Our services range from telephone infrastructure design

and integration to data encryption and the installation of secure rooms for video conferencing.

Secure Cabling and Installation: Our security-cleared staff install secure communication systems around the world. They draw on their specialist knowledge of secure data, network, electrical, voice and audiovisual installations to deliver robust and bespoke solutions.

Technical and Building Security: We integrate security into the fabric of buildings. Our teams design, project manage and install security measures ranging from secure conference rooms and bespoke doors and walls to secure air conditioning and alarm systems – protecting assets from both technical and physical attack.

WHY WORK FOR US?

Because our work is of extraordinary importance, we can offer roles of remarkable impact. Join our diverse and accomplished team and you'll find careers with unparalleled variety and a rare blend of governmental stability and commercial drive, which allows us to be dynamic and competitive within our markets. But more than this, you'll find a job to be proud of.

Whatever your role, whatever your level, you'll support and deliver complex work that just matters more. Your contribution will help keep people safe, protect critical information and safeguard the UK's interests overseas. As such, your work will have greater significance. And the impact you make will reach further.

We give our people greater responsibility, we support their development, and we listen to their ideas. What's more, ours is an inclusive environment where people from all disciplines and backgrounds work as one. We have a keen focus on the work/life balance of everyone here. And we offer the satisfaction that comes with supporting and delivering work of immense importance around the world.

The result? We're a place where people stay and grow – developing rewarding careers that last. FCO services are fortunate enough to have many ex military staff working for us, from our security installations teams, to our UK teams such as our project managers. We'll do all we can to build on your strengths, provide training for qualifications, and create opportunities for lasting career progression. Many ex forces staff find our technical installer roles a good transition when leaving the forces, due to our culture, the nature of our work, the non standard hours of work and the travel opportunities.

Visit our web site to find out more about us www.fcosservices.gov.uk or our careers web site to find out more joining our team www.fcoscareers.co.uk

We have a number of vacancies at the moment, including technical installers. If we don't have anything available that matches your needs when you are looking to apply, register with us for email alerts and we'll contact you when a suitable role comes up. ●



NARPO

the voice of retired police officers

“to safeguard the rights of members and to promote measures for their welfare with particular regard to pensions”



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Subscription less than £2 per month so why not join online now?
For more information about NARPO visit our website at www.narpo.org



Recruitment



300 Police Officers to be recruited by West Yorkshire Police

Register Your Interest Now

Three hundred new police officers are being recruited by West Yorkshire Police, and for the first time officers will study for a degree as part of their training.

The new training pathway is being launched to equip student officers with the skills needed to tackle increasingly sophisticated crime, and is in line with the national aim to make policing a recognised professional career.

The trainees will be trained and mentored by experienced police officers at West Yorkshire Police's Learning and Development Centre at Carr Gate, Wakefield and by academics at Leeds Trinity University.

They will complete a three-year Police Constable Degree Apprenticeship and will be a paid police officer from day one, with all university fees being met by the Force.

The Force is reaching out to all sections of the community and is really keen to better represent the communities we serve.

Assistant Chief Constable Angela Williams said: "It is a really exciting time to join the Force, and our new recruitment pathway will give budding Police Officers the chance to 'earn while they learn'."

"This is a great opportunity for anyone who has ever considered becoming a police officer to join us and see what an exciting and rewarding role it is."

"I have been a police officer here in West Yorkshire for 28 years and

I can honestly say I've loved every moment. Every shift is different and challenging, but also rewarding.

"We want everyone living in West Yorkshire to feel their Force represents them. Whilst we have seen some great results to reflect our communities with regards to such areas as gender, LGBT and those with disabilities, this has not been the case with regards to our BAME (Black, Asian and Minority Ethnic) community. With this in mind, we are particularly interested to engage with any potential new recruits from our BAME communities."

"That being said, the job will always go to the right candidate and will be based on merit. If you have the skills and experience required, then I would urge you to consider applying to join West Yorkshire Police."

"Being a police officer really is a job like no other and our Police Constable Degree Apprenticeships will prepare and train officers to deal with evolving serious and complex crime."

"As it's a three-year Apprenticeship, it allows our new officers to specialise as they move through the degree and they can look towards being a Detective, a Roads Policing Officer or a specialist working in our Neighbourhood teams."

The recruitment window will open in July and you can now register your interest online to be notified when recruitment opens.

The first trainee officers will be appointed to the Police Constable Degree Apprenticeship programme in April 2020.

The starting salary for officers on the Police Constable Degree Apprenticeship is from £18,000, with incremental annual increases leading to a salary of £24,654 on successful completion of the programme and confirmation in role.

A new Degree Holder Entry Programme will also open later this year to allow those who already hold a non-policing degree to complete a two-year learning programme to become a qualified police officer.

To become a police officer, you need to be 18 (at the time of application), have a level 3 qualification or equivalent or have experience as a PCSO or Special Constable, have no criminal convictions (minor offences will be considered on a case-by-case basis), meet our attendance record and be able to pass a job-related fitness test.

West Yorkshire's Police and Crime Commissioner (PCC), Mark Burns-Williamson, said: "Policing is such a

rewarding career and this is a really great opportunity for individuals to pursue a varied role while being trained and supported to gain a qualification at the same time.

"This is an opportunity to make a real difference in your community and I would encourage interested parties to visit West Yorkshire Police's website for more details."

"Continuing recruitment into the police service is crucial and you can play your part in helping make our communities feel supported and safe."

Professor Margaret A House OBE, Vice-Chancellor at Leeds Trinity University, said: "Leeds Trinity has always been committed to transforming lives and benefitting our local community, so we are very proud to work with West Yorkshire Police on training the next cohort of police constables."

"We have developed a programme of policing that is relevant, inspiring and impactful, and we're looking forward to welcoming the first cohort of police apprentices next year."

You can find out more and register your interest in applying now at: www.westyorkshire.police.uk/police-officers

Unlock your potential...

Modern policing needs a dedicated support team committed to providing a wide range of services and skills. Do you have what it takes?

Make a difference Join the police

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now to receive job alerts tailored to your skills.

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your C.V. now and be seen by 100's of recruiters...
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