

Hertfordshire Constabulary

Transferee & Re-joiner Information Pack



HERTFORDSHIRE
CONSTABULARY

hertspoliceofficer.co.uk/transferees

Prevention First



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Message from the Chief Constable



I would like to thank you for your interest in transferring to Hertfordshire Constabulary where career opportunities are exciting and where every officer is always more than just a number.

As a transferee candidate, you will get the chance to talk with our workforce development team about your ambitions and interests. Not only are we committed to placing officers in meaningful roles, we also offer advice and support around career pathways. As a smaller force we can be far more dynamic in our approach to postings and promotion, creating opportunities that will help you reach your full professional potential.

Speaking as a transferee myself, I have to say Hertfordshire is a fantastic place to live and work. We enjoy the diverse mix of policing both urban and rural communities and have some of the best transport links in the country.

With a resident population of 1.2 million people, not only do we pride ourselves on our neighbourhood policing, our teams in specialist units and investigative commands make a difference every day. We are a forward-thinking, prevention orientated organisation, that is always keen to welcome new officer colleagues and celebrate the experience you can bring.

Best Wishes

Charlie Hall QPM
Chief Constable



About Hertfordshire Constabulary

We currently employ more than 2,200 police officers, and 1,600 police staff, who are supported by almost 200 special constables and over 900 volunteers.

Hertfordshire Constabulary is the first police force in the country to adopt a Prevention First strategy in the way we tackle crime and demand.

In practice this means looking at the root causes of crime and other issues, taking a problem-solving approach that enables us to keep the public safe, prevent crimes from happening in the first place, reducing victims and driving down demand.

Our innovative approach has attracted national and international interest from police forces.

The communities we represent are diverse with our geographical area ranging from the urban boundaries of London and our large towns, including St Albans, Stevenage and Watford through to pretty rural villages in the countryside.

Operational delivery at the frontline is through the Local Policing Command which is divided into ten geographic policing areas known as Community Safety Partnerships (CSPs). As well as our emergency response teams, at a local level Safer Neighbourhood Teams (SNTs) work with a wide range of partners and local authorities to promote safety and keep crime low. We've also invested in a range of specialist investigation teams who help support some of the most vulnerable people in our communities, with a significant emphasis upon safeguarding.

We work collaboratively in a tri-force alliance with Bedfordshire Police and Cambridgeshire Constabulary, which provides career opportunities within major crime investigation, firearms, the dog unit and roads policing.





Prevention First

Prevention First is a transformative operating model that has shifted our policing focus to a preventative way of working.

We have a strong track record in partnership work to stop repeat crime, victimisation and harm but we now work to prevent problems occurring in the first place. By understanding why operational and organisational issues occur and tackling that, as well as deploying criminal justice and enforcement options appropriately, we can reduce demand.

Prevention First is a significant part of our response to the unprecedented demand that policing is now seeing across a range of complex areas. We are proud to say that we are the first UK police force to take this innovative approach.

This focus is a gear shift from reactive to proactive policing and allows us to identify and tackle repeat and likely demand by working collaboratively with all relevant partners and the public.

This is a pivotal moment in Hertfordshire Constabulary's history and the whole force is playing a part in this special journey as we continue to make monumental changes in the way that we police.

Prevention First

Putting prevention at the heart of all we do



PREVENTING HARM

- We will manage risks and protect people from harm
- We will work in partnership to safeguard the vulnerable
- We will support victims of crime and anti-social behaviour



PREVENTING CRIME

- We will provide effective, evidenced based crime prevention
- We will reduce victimisation
- We will problem solve with the public and our partners



PREVENTING OFFENDING

- We will seek to intervene early and support rehabilitation
- We will work with our partners and others to prevent offending
- We will bring offenders to justice efficiently and effectively



INCREASING TRUST

- We will be open, transparent and ethical
- We will listen to and build relationships with communities
- We will learn from what we do and strive to improve



WORKING TOGETHER

- We will ask for, listen to and develop new and innovative ideas
- We will collaborate
- We will promote mental and physical wellbeing



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Discover a Better Work Life Balance

In Hertfordshire Constabulary you will always be more than a number. We are a family friendly force who take pride in developing talented people. By virtue of our size, everyone who transfers here has a much better chance of enjoying diverse career and promotion opportunities.

Bordering London, you will experience the professional challenges of investigating complex crime and dealing with serious community issues without spending endless hours on the train or stuck in traffic on motorways commuting to work.

If quality of life is what you value, then Herts is the place for you.

- Same pay-point, pension and holiday entitlement
- £3,000 South-Eastern allowance on top of basic pay
- Targeted Variable Payment of up to £4,000 for detectives, (constables and sergeants)
- Shorter commute
- Streamlined development opportunities
- Department and location posting preference
- Caring, inclusive policing family





A Transferee's Case Study

Superintendent Elaina Usher transferred to Hertfordshire from the Metropolitan Police and oversees our Force Communications Room (FCR) where call handlers answer 999 and non-emergency 101 calls.

Talking about the benefits of transferring to Herts, Elaina said: "I can honestly say I have been struck by how friendly and welcoming everyone has been and the great thing here is that you're a person – not a number.

"Also, the commute! I am now a 10-minute drive from work, which is a lot different from my three hour round trip when I was posted to Brixton. And that is the thing with the Met, you can be posted anywhere in Greater London.

"I originally joined the Met when I lived in London, however several years ago I moved to Herts and since then it had been on my mind to transfer to my local force where I feel I can directly make a difference to the communities of Hertfordshire.

"Within the FCR, I am ultimately responsible for the support of more than 300 people responding to the public's calls for assistance and helping to keep the people of Hertfordshire safe.

"It is often my department that has the first contact with members of the public in their moment of need, helping to bring them to safety with compassion, composure and professionalism.

"I think policing is an absolute privilege and I love my job."



“The people are extremely friendly and welcoming.”

“You know when you are working and rarely have a change of shift.”

“My travel is now much shorter and my work/life balance is much better”

“You’re treated as a person rather than a number.”

“I’m now a 10-minute drive from work, which is a lot different from my three hour round trip.”

Thinking about Retirement?

Did you know you can retire from another force with 30+ years’ service and re-join Herts with 0% abatement guaranteed for 18 months?

The scheme is open to all officers who are part or have been part of the 1987 pension scheme and are due to retire in the next six months.

Eligible officers can re-join after receiving their tax-free lump sum, receiving 100% of their monthly pension payment in addition to their full salary guaranteed for the first year and a half.

The Application Process

The application form and additional information can be found at hertspoliceofficer.co.uk/transferees

Eligibility

You must meet the following requirements;

- You must be from a UK Home Office force to be considered a direct transferee.
- Anyone moving from a non-Home Office police force (other than the Police Service of Northern Ireland (PSNI) and Police Scotland) will not be considered as a 'transferee' as these candidates are not 'transferring from one force to another' as articulated in Regulation 2(1) and defined in Regulations 3(2). They, therefore, will be considered as new recruits and would need to attend an assessment centre and meet the entry requirements as outlined in Regulation 10.
- If you're applying for a detective role, you must have completed the Initial Crime Investigators Development Programme (ICIDP) or equivalent

and be PIP Level 2 qualified unless otherwise advertised.

In summary, you must:

- be a current serving police officer in a Home Office force
- pass the necessary vetting and occupational health checks
- hold a full UK manual driving licence
- have no outstanding discipline or integrity issues
- be able to show commitment to achieving high levels of attendance
- not be a member of the British National Party or similar organisation
- declare any business interest
- be able to satisfy tattoo guidelines

Please bear in mind:

Those applicants from non-Home Office forces/Police Scotland/PSNI will be considered on a case by case basis.

The transfer process involves an application, interview, medical, eyesight test, fitness test and vetting. We have a dedicated transferee sergeant who supports applicants through the application process. Once you have completed this process and accepted our offer, we will provide you with a force contact who will be able to provide advice and guidance to prepare you for your start date. In the meantime, we will contact your existing force for information about you including pension, salary, service (reference), training records, two years of PDR records and confirmation of any unpaid leave.

Inclusivity

We are committed to increasing representation from underrepresented groups which includes those who identify as being from an ethnic minority background, female, LGBT+ and disabled. Therefore, we would encourage applications from these individuals.

Any questions?

If you have any questions regarding any stage of the process, interview, postings, onboarding or organisation related queries, please email our Transferee Recruitment Sergeant at pathways@herts.police.uk. There is also more information at hertspoliceofficer.co.uk/transferees.





Rural Operational
Support Team

2963

2963

An Average Day in Herts

Data timeframe: January 2022 - June 2022



We receive
491
emergency
999 calls



Attend
408
immediate
response
incidents



76 violent
crimes against
the person



57
domestic
abuse
incidents



209
crimes
recorded



34
people
taken into
custody



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