



GUIDANCE: INHIBITORS TO PROGRESSION THROUGH THE RECRUITMENT PROCESS – POLICE SERVICE CONDUCT & PERFORMANCE ISSUES

This guidance applies to all New Entrants from Other Forces (NEOF) and New Recruit applicants who have previous service in any UK Police Force as a Police Staff member, PCSO, Police Officer or member of the Special Constabulary.

It is not possible to be definitive in relation to conduct/complaints and Unsatisfactory Performance Procedures (UPP) issues that may prevent or suspend an application to join the MDP. However, the following provides basic guidelines for applicants prior to Police Vetting. The circumstances of all applicants are considered on their individual merits.

APPLICATIONS WILL NOT BE PROGRESSED IF THE APPLICANT HAS RECEIVED:

- A Final Written Warning (FWW) administered within the last 5 years.
- A Written Warning (WW) administered within the last 3 years.
- An Extension to a FWW administered at any time.
- A Formal UPP Case at any time within the past 3 years.
- Any Misconduct Sanction categorised as Honesty & Integrity in the past 5 years.

APPLICATIONS WILL BE SUSPENDED AT ANY STAGE IF THE APPLICANT:

- Is (or becomes) subject to a Conduct or Complaint investigation for which a 'Notice of Investigation' has been served (as this indicates that the allegation is likely to result in Misconduct Proceedings).
- Is (or becomes) subject to formal UPP.

Applicants are advised that they have a continuing obligation to disclose ALL existing and new Conduct and Complaint matters, including misconduct proceedings and Formal UPP. This includes Management Action taken in relation to Honesty & Integrity.

APPLICATIONS FROM INDIVIDUALS WHO ARE NOT CURRENTLY SERVING IN A POLICE FORCE WILL NOT BE PROGRESSED IF THEY HAVE:

- Been dismissed at any time from a UK Police Force as a result of Gross Misconduct Proceedings.
- Resigned or retired from a UK Police Force whilst subject to a Conduct/Complaint case, either prior to the conclusion of Gross Misconduct Proceedings (after Determination of a 'Case to Answer' is made) or whilst under investigation for a case assessed as Gross Misconduct.
- Had their employment terminated whilst serving as a probationary officer.
- Resigned whilst on probation within the past 5 years.
- Been dismissed from a UK Police Force as a result of UPP.