

Coronavirus – Temporary changes to police officer recruitment process

Your health and safety, and of everyone involved with the police officer recruitment process, is our priority.

In order to ensure we are following government guidelines and reducing the risk of the spread of coronavirus, we have temporarily changed our recruitment processes.

It is important that Northamptonshire Police continues to recruit, in the safest possible way, so that we can still provide a crucial service to the public.

The table below details the temporary changes to the recruitment process post application/paper sift.

Stage of the process	Covid-19 compliant process
In-house interview	All police officer recruitment interviews for the foreseeable future will be run via call conferencing.
National police SEARCH assessment centre	The College of Policing have suspended assessment centres and are currently developing an assessment centre that meets the current standards to be delivered online as an interim solution to keep recruitment open. Further details will be shared with applicants at the assessment centre stage.
Vetting	The process of vetting candidates remains unchanged. Verification of ID will now be carried out at the pre-employment check stage and not the interview stage.
Biometric vetting	Biometric Vetting can continue with the following modifications: <u>Prior to day of testing</u> <ul style="list-style-type: none">- Attendees will be contacted to confirm that they are not self-isolating or have been diagnosed with Covid-19.- Attendees required to self-isolate under national guidance or diagnosed with Covid-19 will not be allowed to attend.

	<p><u>On day of testing</u></p> <ul style="list-style-type: none"> - Environment used for biometric vetting will be clean and tidy. - Candidates must wash their hands before taking the test. - The room will be big enough to maintain social distance. - Alcohol gel will be used after each attendee. - Surfaces will be cleaned with alcohol-based wipes between attendee. - Hand gloves and surgical masks will be in use.
<p>Substance misuse testing</p>	<p>Substance misuse testing will continue with the following changes:</p> <p><u>Prior to day of testing</u></p> <ul style="list-style-type: none"> - Attendees will be contacted to confirm that they are not self-isolating or have been diagnosed with Covid-19. - Attendees required to self-isolate under national guidance or diagnosed with Covid-19 will not be allowed to attend. <p><u>On day of testing</u></p> <ul style="list-style-type: none"> - Environment used for substance misuse testing will be clean and tidy. - Candidates must wash their hands before taking the test. - The room will be big enough to maintain social distance. - Alcohol gel will be used after each attendee. - Surfaces will be cleaned with alcohol-based wipes between attendee. - Hand gloves and surgical masks will be in use.
<p>Fitness test</p>	<p>Fitness testing can continue with the following changes:</p> <p><u>Prior to day of testing</u></p> <ul style="list-style-type: none"> - Attendees will be contacted to confirm that they are not self-isolating or have been diagnosed with Covid-19. - Attendees required to self-isolate under national guidance or diagnosed with Covid-19 will not be allowed to attend.

	<p><u>On day of testing</u></p> <ul style="list-style-type: none"> - Up to three people will carry out the bleep test at any one time, allowing more than the required two metres social distancing requirements. - Candidates must wash their hands before taking the test. - Alcohol gel will be used after each attendee. - Surfaces/equipment will be cleaned with alcohol-based wipes between candidates. - Any candidate showing signs of a respiratory condition, coughing, wheezing etc. will be stopped immediately, separated, socially distanced and advice sought.
<p>Medical examination</p>	<p>Medicals can continue with the following changes:</p> <p>Applicants will be asked to self-declare that they are physically and mentally fit to perform the role of police constable and made to undertake a medical assessment as soon as possible upon appointment.</p> <p>Occupational Health will review an applicant’s medical health questionnaire in order to determine if they are medically fit to be appointed as a police constable.</p> <p>The face-to-face physical assessment will not take place as part of the recruitment process. The physical assessment checks normally include: height, weight, BMI, urine analysis, blood, protein, sugar, blood pressure, visual acuity and colour vision audiometry.</p> <p>Individuals who fail their face-to-face physical assessment after appointment, and/or potentially found to be dishonest in disclose, may be subject to Police Regulation 13 or a professional standards department investigation.</p> <p>Those with declared health problems will be automatically deferred until a face-to-face physical assessment can be carried out.</p>
<p>References</p>	<p>The process of obtaining references will continue.</p>
<p>Uniform fitting</p>	<p>Uniform fitting can continue with the following changes:</p> <p><u>Prior to the uniform fitting</u></p>

	<ul style="list-style-type: none">- Attendees will be contacted to confirm that they are not self-isolating or have been diagnosed with Covid-19.- Attendees required to self-isolate under national guidance or diagnosed with Covid-19 will not be allowed to attend. <p><u>During the uniform fitting</u></p> <ul style="list-style-type: none">- The location of any interaction (table, changing room, doors, and switches) will be wiped down before and after every interaction, using alcohol-based wipes. This may also happen during the interaction if necessary.- Candidates must wash their hands before the appointment.- Any uniform/equipment that has been touched will be wiped down using alcohol-based wipes. Should this not be possible, then the 72-hour rule will be applied to any item that cannot be wiped down afterwards. Any item undergoing this process, will be isolated and marked with the date and time of use and the date and time 72 hours later.- All parties should wash their hands on a regular basis, with hand sanitiser where hand washing with soap and water is not possible.- All parties should avoid contact with their mouth, eyes and nose.- All parties should wear gloves.- Individuals should 'self-measure'.
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A member of the Recruitment Team will make contact with you in advance of specific stages of the recruitment process in order to ascertain that you are not self-isolating or been diagnosed as having Covid-19.

If you have not heard from a member of the Recruitment Team ahead of an appointment, please contact them at Recruitment@northants.pnn.police.uk in order to confirm next stages.

We want everyone to take care, stay safe and adhere to government guidelines. The changes to the recruitment process and support from candidates will help us work together to stop the spread of Covid-19.