



# Ministry of Defence Police

Freedom of Information Manager

Ministry of Defence Police

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Our Ref: eCase: FOI 2022/12144

RFI: 225/22

Date: 15<sup>th</sup> November 2022

Dear [REDACTED]

## **FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: POLICE UPLIFT PROGRAMME AND RECRUITMENT PROCESS.**

We refer to your email dated 20<sup>th</sup> October 2022 to the Ministry of Defence Police which was acknowledged on the 20<sup>th</sup> October 2022.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

**I would like to know the following information:**

**a) Prior to the start of the Police Uplift Programme (September 2019) please could you describe the recruitment process for officers in detail, from first candidate contact until appointment.**

**b) Please could you describe the recruitment process for officers, as it stands today (20th October 2022), from first candidate contact until appointment.**

**In both cases, a flow chart or process chart will be acceptable as an aid to answer my request.**

A search for information has now been completed and I can confirm that we do hold information in scope of your request.

The Ministry of Defence Police were and are not part of the Police Uplift programme – this was a Home Office initiative to increase policing by 20,000 and not something we were included in.

### **Pre-February 2019**

- Application submission (no educational criteria so assessment of competency questions on application where this was the case instead)
- Eligibility Criteria Sift
- Attendance at College of Policing SEARCH Assessment process (consisting of numerical and verbal tests, written exercises, interview and interactives)
- Fitness test to level 7.6 on the Multi-Stage Fitness Test (MSFT) 15 m
- Force Suitability interview
- Medical assessment
- Police Vetting checks
- Security Clearance checks
- Hiring actions
- Loaded on to an intake/course

### **March 2019- February 2020**

- Application submission (educational requirement of English and Maths at level 2 introduced Jan 2020 – removal of competency questions in application form)
- Eligibility Criteria Sift
- MDP Recruit Assessment Centre consisting of interview/presentation on understanding of the Force/numerical and verbal tests.
- Fitness test to level 7.6 on the MSFT 15 m
- Medical assessment
- Police Vetting checks
- Security Clearance checks
- Hiring actions
- Loaded on to an intake/course

### **March 2020 – Present (moved online due to COVID)**

- Pre-application workshops and initial eligibility check
- Application submission (educational requirements still a criteria)
- Eligibility Criteria Sift
- Attendance at an online candidate briefing to go through remaining stages and Q&A
- Online interviews on Teams consisting of Force Suitability Interview and Competency Interview
- Fitness test to level 7.6 on the MSFT 15 m
- Medical assessment
- Police Vetting checks
- Security Clearance checks
- Hiring actions
- Loaded on to an intake/course

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk).

Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

**MDP Secretariat and Freedom of Information Office**