



Ministry of Defence Police

Freedom of Information Manager

Ministry of Defence Police

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E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2023/13302

RFI: 238/23

Date: 30 November 2023

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE:
RECRUITMENT PRACTICES FOR NEW POLICE OFFICERS INTRODUCED DURING THE
PANDEMIC**

We refer to your email dated 03 November 2023 to the Ministry of Defence Police which was acknowledged on the 06 November 2023.

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:

- 1. Does your force currently require candidates to undergo an in-person, face-to-face interview as part of the recruitment process for new police officers, including PCSOs, and if so, when did your force return to this requirement (if it was ever suspended during the pandemic)?**
- 2. If relevant for your force, approximately how many new officers and PCSOs were recruited by your force during the period when the requirement for an in-person, face-to-face interview was suspended, or alternatively – if that requirement has not been restored – how many new officers and PCSOs have been recruited by your force since it was first suspended. Hint text, The wording of the request**

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

- 1. Does your force currently require candidates to undergo an in-person, face-to-face interview as part of the recruitment process for new police officers, including PCSOs, and if so, when did your force return to this requirement (if it was ever suspended during the pandemic)?**

No. We introduced telephone and video conferencing interviews in April 2020 in response to the pandemic. Interviews, and other sessions that form part of the recruitment process, continue to be conducted via video conferencing and candidates are seen on the screen throughout.

Candidates attend in person for fitness tests/medicals and identification is checked as part of this process. New employees attend in person from day one of their training/employment.

Our interview process may change in future.

2. If relevant for your force, approximately how many new officers and PCSOs were recruited by your force during the period when the requirement for an in-person, face-to-face interview was suspended, or alternatively – if that requirement has not been restored – how many new officers and PCSOs have been recruited by your force since it was first suspended.

Since April 2020 to date we have recruited 902 people to the force. We only recruit officers (either new recruits or serving / previously serving officers).

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