

**MOPAC**

**MAYOR OF LONDON**

OFFICE FOR POLICING AND CRIME

# **MOPAC Recruitment Open Evening**

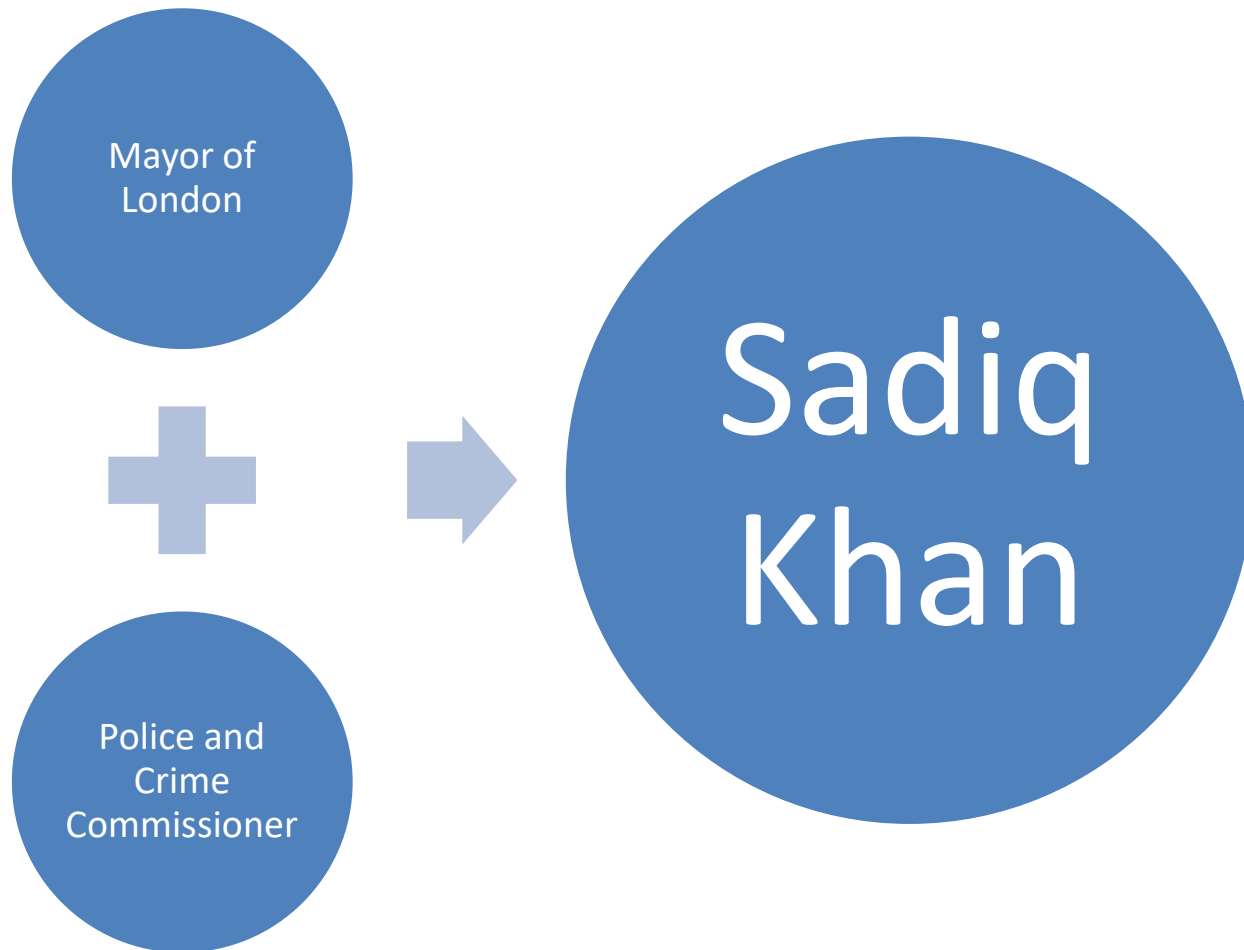
**Judith Mullett, Head of Workforce Development & Professional Standards**



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- **Who is Mayor's Office for Policing and Crime?**
- **Police Integrity Reforms**
- **Roles we are recruiting**
- **What's involved in the application process and helpful hints**

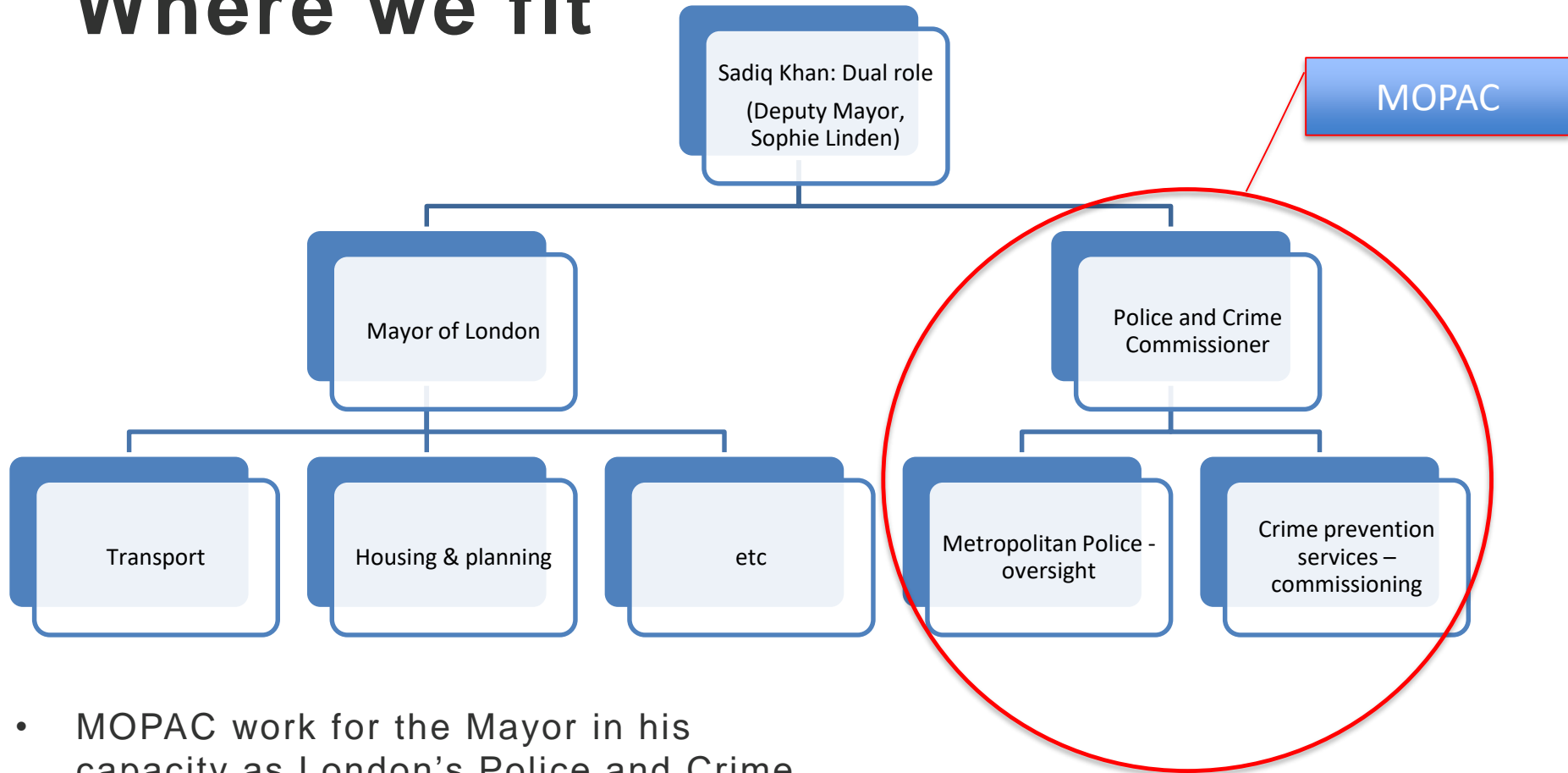
# The Mayor and MOPAC



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# Where we fit



- MOPAC work for the Mayor in his capacity as London's Police and Crime Commissioner. These roles are not necessary merged in other regions.
- MOPAC oversee the Met, work with central government on police funding issue and commission services directly.

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# Senior Leadership Team



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# Police and Crime Plan

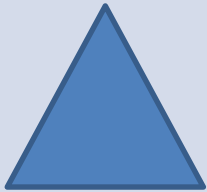


- A better police service for London
- A better criminal justice service for London
- Keeping children and young people safe
- Tackling violence against women and girls
- Standing together against hatred, intolerance and extremism

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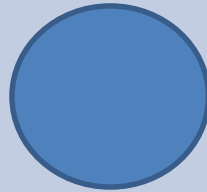
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# Oversee, Convene, Deliver



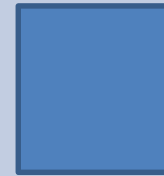
## Oversee

The Mayor and Deputy Mayor exercise a statutory duty to oversee policing, including through formal mechanisms of the Oversight Board and Investment Advisory Board, and through regular bilateral dialogue



## Convene

The Mayor and Deputy Mayor are able to convene partners to deliver the Police and Crime Plan, including through the formal mechanism of the London Crime Reduction Board



## Deliver

MOPAC plays a direct role in delivery, through commissioning services and carrying out significant stakeholder consultation and engagement on policing and criminal justice matters

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# ...and Communicate



## Communicate

MOPAC has a duty to respond to Mayor's Questions, PCC Questions, Public Enquiries, FOIs. We also take great pride in engaging with stakeholders and communities across London – be this through newsletters, social, formal consultation or events

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# Workforce Development & Professional Standards

## Aims

- To hold the MPS to account for the effective leadership, recruitment, development and retention of its workforce.
- To provide assurance that the MPS Transformation programme can deliver an effective and progressive policing service for London and represents value for money.
- To ensure that the MPS has a fair, robust and legally compliant framework for the management of public complaints to provide public confidence in the police.
- To ensure the transparency and integrity of MPS disciplinary procedures to provide public confidence in the police.
- Enhance public understanding of MPS workforce and disciplinary processes and their outcomes through the publication of timely and appropriate information.

## WDPS are also responsible for:

- Maintaining a list of independent members to sit on MPS misconduct panels.
- The administration of Police Appeal Tribunals (PATs).
- Acting as the supervising authority for pension forfeiture cases.
- The management of all complaints against the MPS Commissioner.

# MOPAC

A Great Place to Work

## Our Values

**Leadership** - supporting and challenging ourselves and others to make Londoners safer

**Contribution** - giving our best in our roles and helping colleagues to achieve and develop in theirs

**Innovation** - willing to try new ideas to make things better, using research and evidence to prove what works and to learn from what doesn't

**Cooperation** - bringing people and organisations together to better serve Londoners

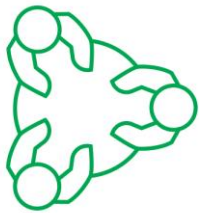
**Honesty** - doing the right thing - behaving ethically, with integrity, impartiality and transparency

**Respect** - treating others as we would like to be treated ourselves

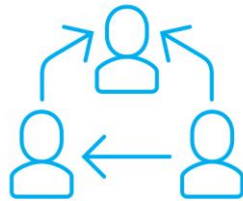
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# MOPAC: A Great Place to Work



**INCLUSIVE  
CULTURE**



**MANAGING,  
RECOGNISING and  
DEVELOPING OUR PEOPLE**



**GREAT LEADERS  
and MANAGERS**



**HEALTHY WORKING  
ENVIRONMENT**



- ❖ Staff Working Groups
- ❖ Bi-Annual Pulse Surveys
- ❖ Trade Union: PCS



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# Police Integrity Reform: Implementation

# What has already changed?

**Phase 1: Former officers  
& barred list**

December  
2017

**Phase 2: IPCC governance  
reform and re-naming to  
IOPC**

January  
2018

**Super-complaints:**

November 2018

**Phase 3: System-wide complaints and discipline  
reforms**

Feb 2020

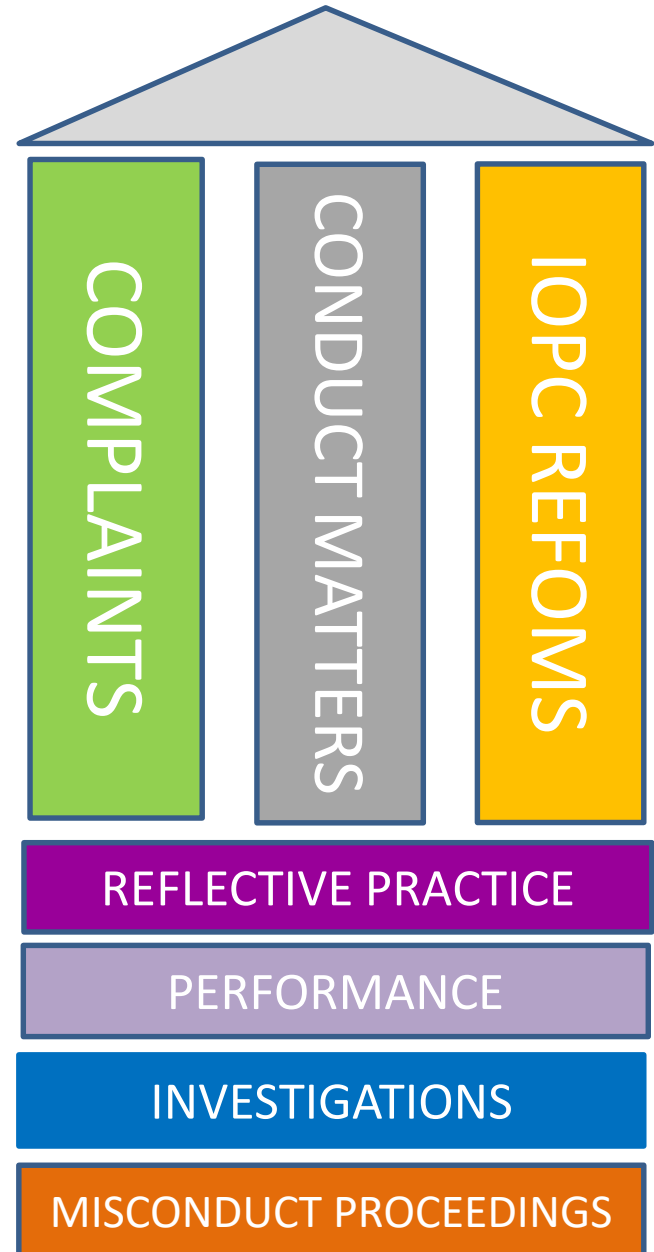
**Huge progress since 2014  
public consultations:**

- Sector learning and innovation
- Strong Leadership - building consensus
- Cross sector response e.g. Abuse of Position

# Phase 3 reforms

## Phase 3 - main implementation phase

- Commence relevant primary legislation in Policing and Crime Act 2017
- Bring into force five new sets of regulations.
  - Police (Complaints and Misconduct) Regulations
  - Police (Conduct) Regulations
  - Police (Performance) Regulations
  - Police Appeal Tribunal Rules
  - Former Officer Regulations
- New Home Office Statutory Guidance and new IOPC Statutory Guidance
- Transitional provisions – old cases: old rules, new cases: new rules



# COMPLAINTS



POLICE & CRIME  
COMMISSIONERS

MODEL 1

MODEL 2

MODEL 3

## Enhanced role for PCCs

- 1) explicit duty to hold CC to account for complaints handling
- 2) handle appeals/reviews currently handled by CC
- 3) option to take on certain other complaints functions.



## DEFINITION

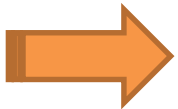
***“any expression of dissatisfaction with a police force”.***

Covers customer service and police practice. Breaks explicit link between a complaint and conduct of an officer/staff member.



## RESOLVING ISSUES OUTSIDE FORMAL SYSTEM

Where appropriate, and complainant agrees, **complaint can be resolved outside Schedule 3**. Expect 40-70% of complaints can be handled this way.



## REASONABLE AND PROPORTIONATE

**Replace bureaucratic concepts** e.g. local resolution and disapplication with a duty to handle complaint in a reasonable and proportionate manner



## COMPLAINT REVIEWS

**Single point of Review** in place of current 5 appeal points. LPB/PCC able to make recommendations and receive a response.

# Police Complaints Reviews Team

- Workforce Development & Professional Standards (5 currently)
- Completely new function transferring from the Met Police
- Posts being advertised:
  - 1 x Grade 5 Head of
  - 2 x Grade 6
  - 4 x Grade 7 Caseworker
- All are permanent positions
- Closing deadline is 13<sup>th</sup> October 2019 at 23:59

# Application process



**GREAT LEADERS  
and MANAGERS**

- ✓ Application form
- ✓ Interview
- ✓ Tests, such as:
  - Report writing / Briefing exercise

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# Application Form



HEALTHY WORKING  
ENVIRONMENT

1. Employment History
2. Academic History
3. Supporting Statement – 2 sections

Section	Mapped to section of JD
Knowledge and Experience	Main duties / key accountabilities and role requirements
Required Competencies	Competencies <ul style="list-style-type: none"><li>- MOPAC Competencies for that grade</li><li>- [if applicable] required competencies</li></ul>

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# Application form: tips



- Use examples to demonstrate knowledge, experience and competencies
- Examples can be from employment, voluntary work, education, or any other activity you consider relevant
- Avoid listing your duties and responsibilities in supporting statement – should be in employment history section
- Think of the panel -
  - Use the STAR model
    - Situation, Task, Action, Result
  - Keep it concise
  - Use the words in the job description
  - Proofread it

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# Interviews



- Usually about 50 minutes
- Panel usually made up of Hiring Manager, independent + others.
- Questions cover the knowledge, experience and competencies required
- A mixture of
  - Competency based ('Give me an example when..')
  - Situational ('How would you approach this...?')

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# Interview Tips



**GREAT LEADERS  
and MANAGERS**

- Know the job description backwards
- Map your experience and strengths against the job description
- Know that backwards, without learning answers by heart
- Know why you want the job
- Keep it concise – read the room and allow the panel to interject.
- Don't be put off if they interject – it's usually due to time / trying to help you cover the right ground
- Answer the question
- Don't be afraid to sell yourself, but also be honest if they ask about areas for development
- Practice!!

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# Tests



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These include:

Test	What we're testing
Report writing / Briefing Exercise	Writing skills, analysis skills

The tests are scored alongside the interviews.

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# Security Vetting

- Vetting is to ensure that all police officers, staff, employees, contractors and those with access to police buildings, assets and information have been vetted to the appropriate level.
- This assists in protecting the MPS and its organisational assets from potential risks and harm.
- Corporate identity documents will only be issued to individuals who have the appropriate level of vetting clearance.

# Vetting for Reviews Team posts

- There are two vetting processes which must be completed in order to achieve clearance for employment within MOPAC. Both are Standard levels of clearance, and each lasts for 10 years:
  - Police Vetting  
Recruitment Vetting (RV)
  - National Security Vetting  
Counter Terrorist Check (CTC)
- To comply with Government Policy and ensure separation of the processes, Police Vetting is always conducted **before** National Security Vetting checks are instigated.

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# Advisory notes on Vetting

- Applicants are advised to complete vetting forms as soon as possible to avoid any potential risk of failure to attain clearance prior to scheduled start date. Checks can take up to 8-weeks to complete.
- Applicants are instructed to ensure that full disclosure is provided to all vetting questions. A failure to disclose anything which is subsequently identified as part of the vetting process is likely to indicate a lack of suitability for any role within MOPAC.
- All successful applicants will also be checked against the College of Policing 'Barred' and 'Advisory' lists which detail individuals that have previously been the subject of disciplinary action whilst working within policing roles.

# Questions?

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