

# **MINISTRY OF DEFENCE POLICE RECRUITMENT**

## **FREQUENTLY ASKED QUESTIONS**

Please note this list is not exhaustive and may be added to

[WWW.MOD.POLICE.UK](http://WWW.MOD.POLICE.UK)

### INFORMATION FOR NEW RECRUIT APPLICANTS

1. What is the starting salary for a new recruit?
2. After completing the training, where will I be posted?
3. What qualifications do I need to join?
4. How old must I be to join? Is there an upper age limit?
5. How long is the application process?
6. I have recently been unsuccessful with my application to another Force; will this affect my ability to apply?
7. What is the SEARCH Assessment Centre pass mark and do the MDP accept SEARCH qualifications from other forces?
8. I am a current serving Special / PCSO – how does this affect my application?
9. How long will I spend as a probationer and will I have to move afterwards?
10. I am currently a member of the Armed Forces, Prison Service or another part of government; can I transfer in to the MDP?
11. I am currently serving in the armed forces. How does this affect my application in terms of the notice period I must give?

### INFORMATION FOR NEOFS [NEW ENTRANTS FROM OTHER FORCES]

12. As a NEOF, what salary would I receive and are there any allowances payable?
13. After completion of training, where am I likely to be posted?
14. What ranks are the MDP currently recruiting for?
15. Will I have to complete a new probationary period?
16. I am not a qualified Authorised Firearms Officer – can I still apply? What forces do you accept applications from?
17. Will MDP honour promotion qualifications?
18. Can I have a break in service and still apply?

### GENERAL INFORMATION – APPLICABLE TO ALL APPLICANTS.

19. How long must I have been resident in the UK, to be eligible to apply?
20. How fit do I need to be to join?
21. What if I have a conviction / caution?
22. Can I work flexible hours?
23. Do I have to carry a firearm?
24. How long is the initial training and where is it held? Will accommodation be provided during training and for my initial posting?
25. Are there any particular working conditions to note for those posted to a nuclear station [AWE Aldermaston/Burghfield and Clyde/Coulport]?
26. What are the shift patterns?
27. What are the medical standards for entry to the Ministry of Defence Police?
28. What are the eyesight standards?
  - Colour Vision
  - Eye Surgery
29. Will I be tested for drug and alcohol misuse?
30. Do I need a current driving licence?
31. Do I need to be able to swim?
32. I have a visible tattoo and /or facial piercing. Will this affect my application?
33. Will being a member of the Territorial Army [TA] or Volunteer Reserve Forces [VRF] affect my application or career with the MDP?
34. Will membership of BNP/EDL or similar affect my application?

## Information for new recruit applicants

### 1. What is the starting salary for a new recruit?

The current pay scale for Constables is £21,110, rising annually thereafter. Applicants should be aware that a major review of Terms and Conditions of Service applying to employment within the MDP is currently underway. This may result in the payment of additional allowances yet to be determined.

### 2. After completing the training, where will I be posted?

The MDP is a national force with stations located across England, Scotland and Wales. However, new recruits can expect their first posting to be at one of the Atomic Weapons Establishment sites near Reading, England, or Clyde/Coulport in Scotland. There may also be opportunities at some of our Critical National Infrastructure sites in Scotland and more widely across the Force over time.

### 3. What qualifications do I need to join?

MDP operate a flexible approach to minimum qualifications; applicants who have passed GCSEs (or equivalent) in English Language and Mathematics at Grade C or above will not be required to complete Competency Based Questions (CBQ) which is covered in questions 1 to 4 of Section 5 of the Application Form.

Applicants who do not have the minimum qualifications will still have the opportunity to apply and will complete the CBQ process instead.

### 4. How old must I be to join? Is there an upper age limit?

You must be aged 18 or over to apply to join the MDP. There is currently no upper age limit.

### 5. How long is the application process?

Our selection process involves several stages, designed to ensure you have what it takes to undergo the challenges of training and, ultimately, policing. From your initial enquiry to the time of your appointment usually takes around 6-9 months. For a full breakdown, please read the process documents on [www.mod.police.uk](http://www.mod.police.uk)

### 6. I have recently been unsuccessful with my application to another Force; will this affect my ability to apply?

Those who have been unsuccessful in their application to join a Police Force that uses the national SEARCH assessment process must wait 6 months before they can apply, if they were unsuccessful up to and including the SEARCH assessment centre. If you passed the assessment and were unsuccessful at a later stage please refer to question 7. Individuals who have applied to Police Scotland and BTP can apply to us at any time and have dual applications. Those with live applications with another Force that use SEARCH, can only apply to one force at a time, so you would need to cancel your application with them before applying to us.

[Return to Menu](#)

**7. What is the SEARCH Assessment Centre pass mark and do the MDP accept SEARCH qualifications from other forces?**

The MDP apply the national standard pass mark of 50% overall. Candidates who have successfully completed the SEARCH process with another force can transfer their 'ticket' to the MDP provided that it falls within a maximum of 24 months of them attaining the pass. To apply to transfer your ticket, you should complete an application form; leave competency questions 1- 4 blank and send a copy of your SEARCH results in with it. There is a process document on the website showing the steps for applicants transferring results.

**8. I am a current serving Special / PCSO – how does this affect my application?**

Serving Specials / PCSOs should apply through the normal new recruit process and will be treated the same as all other new recruit applicants. Due to the MDP increasing starting pay to £21,110, there are no additional payments for previous Special / PCSO experience.

**9. How long will I spend as a probationer and will I have to move afterwards?**

Following successful completion of training, all new recruits are required to complete the remainder of a two year probationary period. MDP tenure policy requires officers to complete a minimum of 3 years in a post. Moves thereafter are generally at the discretion of the officer.

**10. I am currently a member of the Armed Forces, Prison Service or another part of government; can I transfer in to the MDP?**

No, the only route for entry in to the MDP is either as a serving regular officer from another UK Civilian Police Force [e.g. Home Office force, Ports Police, CNC, Police Scotland, BTP], or as a new entrant.

**11. I am currently serving in the armed forces. How does this affect my application in terms of the notice period I must give?**

Members of the armed forces can still apply when in service. You would not be expected to resign or give notice until we were ready to offer you employment. Most applicants from the armed forces get their notice period waived when joining us, so you are advised to speak to your personnel department to see if this could apply to you also. We would take any notice period into account when planning start dates.

## **Information for NEOFS [New entrants from other forces]**

**12. As a NEOF, what salary would I receive and are there any allowances payable?**

Officers entering the MDP from other forces will be offered a salary equal to that received from their current employer, but subject to the 95% pay parity with other forces and the net pay deduction. If the applicant concerned is transferring to a lower rank, they will be offered the maximum level of salary for that rank. Annual leave entitlement will be honoured. Applicants should be aware that a major review of Terms and Conditions of Service applying to employment within the MDP is currently underway. This may result in the payment of additional allowances yet to be determined. MDP no longer pays housing allowance to officers joining from other forces.

[Return to Menu](#)

**13. After completion of training, where am I likely to be posted?**

The MDP is a national force with stations located across England, Scotland and Wales. However, the majority of applicants can expect to serve at one of the Atomic Weapons Establishment in the Reading area, Clyde/Coulport in Scotland or one of the Critical National Infrastructure sites in the Aberdeen and Dounreay areas of Scotland.

**14. What ranks are the MDP currently recruiting for?**

The MDP are currently looking to fill Police Constable posts only; there are currently no opportunities for new entrants within other ranks.

**15. Will I have to complete a new probationary period?**

You will be required to complete a 12 month probationary period. However the usual UPP standards and processes will apply to performance. You will also be required to undertake an induction course and firearms training in order to achieve Authorised Firearms Officer (AFO) status.

**16. I am not a qualified Authorised Firearms Officer – can I still apply? What forces do you accept applications from?**

MDP welcomes applications from all eligible officers regardless of firearms experience. However applications are particularly welcome from current AFOs and those with firearms instructional experience. We accept applications from all Home Office, BTP, Police Scotland, CNC and Ports Police officers.

**17. Will MDP honour promotion qualifications?**

We will honour any current Part I or Part II OSPRE promotion qualifications to the rank of Sergeant for those officers serving in England and Wales. We will also honour any promotion examination to the rank of Sergeant for those officers serving in Scotland, but officers holding this will need to attend an MDP promotion assessment centre before being considered for promotion. Officers must have completed a minimum of 1 year's service with the MDP before they can be considered for promotion.

**18. Can I have a break in service and still apply?**

Officers who have had a break in service of more than 6 months can only be considered for employment as a new entrant, on new entrant pay and conditions. If you are an officer who has 30 years service, this can be extended by up to 12 months.

**General Information – applicable to all applicants.**

**19. How long must I have been resident in the UK, to be eligible to apply?**

You must have resided continuously in the UK for a minimum 5 year period immediately prior to your application to join as a new police constable with MDP (with any absence from the UK being no more than six months cumulative during this time). The qualifying UK residency period may be extended to 10 years for certain sensitive postings (Atomic Weapons Establishment sites). If you have resided abroad due to serving in the British

[Return to Menu](#)

Armed Forces or on UK Government service, you are considered to have been resident in the UK. This criterion is not flexible and is strictly applied.

## **20. How fit do I need to be to join?**

As a police officer you will be required to handle a variety of situations often involving physically challenging tasks. You will therefore be required to pass a job-related fitness test (currently the “bleep” test to level 7.60); further details on the test are available on the website [www.mod.police.uk](http://www.mod.police.uk). Applicants should also be aware that as a serving officer with the MDP they will be required to maintain their fitness levels and be subject to annual fitness tests as appropriate. Some more specialist roles will also require a higher level of fitness.

## **21. What if I have a conviction / caution?**

The following information relates to Convictions, Cautions, Penalty Notices and Court Orders etc. Having a previous conviction or caution is not an automatic bar to joining the MDP. We will judge each case on its merits. However, you must disclose all adult and juvenile convictions and cautions, regardless of their level of seriousness or how long ago they occurred. You must also disclose any criminal offences dealt with ‘out of court’ (including Penalty Notices etc). Harassment Warnings, Court Orders of a similar nature or Anti-Social Behaviour Orders must be disclosed. A failure to disclose any relevant police matter will lead to rejection in most cases.

The following lists provide an indication of whether you may meet our criteria in relation to criminal offences:

### **TYPE A) Involvement in a very serious offence will always result in rejection:**

- Offences involving death or serious injury
- Treason, espionage, kidnapping / abduction / torture
- Very serious sexual offences
- Firearms or explosives offences
- Hate crime (offences involving discrimination)

### **TYPE B) Involvement in the following offences will almost certainly lead to rejection**

- Any offence (adult or juvenile) resulting in a prison sentence (served or suspended).
- Serious assaults / offences involving unsolicited violence
- Most sexual offences
- Offences involving vulnerable persons
- Most public order offences.
- Offences involving dishonesty, fraud or burglary etc.
- Serious or repeated lower level drugs offences
- Reckless/Dangerous driving (last 10 years)
- Motoring offences involving drink or drugs (driving or ‘in charge’ of a motor vehicle)
- Other serious motoring offences (e.g. failure to stop / disqualified driving / no insurance) and repeated minor traffic offences.

[Return to Menu](#)

- Most convictions or cautions (for other than very minor offences) within the last 5 years
- Recent or repeated drunkenness offences

If you are unsure whether you meet our criteria, please contact the DBS Civ Pers– MDP Resourcing Team for advice on [DBS-MDPRecruitmentEnquiries@mod.uk](mailto:DBS-MDPRecruitmentEnquiries@mod.uk)

## **22. Can I work flexible hours?**

MDP officers can be considered for alternative working arrangements, such as part-time working, where this can be accommodated by the Force, but only after successful completion of the two year probationary period.

## **23. Do I have to carry a firearm?**

Yes. All MDP officers must be prepared to carry a firearm when required. As part of your training you must undertake and pass the MDP firearms training course.

## **24. How long is the initial training and where is it held? Will accommodation be provided during training and for my initial posting?**

Initial training is held at MDP HQ Wethersfield in Essex and it is a residential course, comprising 17 weeks for a new recruit, and 8 weeks for a NEOF / serving officer. Accommodation and food will be provided for candidates whilst undertaking their initial training. However, accommodation will not be provided on commencement of initial posting to station; candidates who live outside of reasonable travelling distance to the station will therefore be required to relocate at their own cost. Reasonable travelling distance is classed as up to 1 hr or up to a 50 mile drive.

## **25. Are there any particular working conditions to note for those posted to a nuclear station [AWE Aldermaston/Burghfield and Clyde/Coulport]?**

Most new recruits who complete the Initial Police Learning and Development Programme (IPLDP) are posted to AWE/Clyde/Coulport for a minimum of three years, of which the first two are spent as a probationer. Under MOD rules, all staff are required to obtain security clearance, but for those working at AWE, you will require security clearance to the higher level, called DV [Developed Vetting].

Applicants posted to AWE/Clyde/Coulport should be aware that there are restrictions on facial hair for officers stationed there. This is due to the potential need to use a respirator whilst working in hazardous environments; the effectiveness of the respirator is diminished by beards and moustaches, representing a significant risk to the wearer.

## **26. What are the shift patterns?**

Officers are contracted to do 40 hrs per week, but shift patterns vary from station to station. A typical shift pattern would comprise four 12 hr shifts, followed by 4 days off. However, the shift pattern is currently subject to review throughout the Force.

[Return to Menu](#)

## 27. What are the medical standards for entry to the Ministry of Defence Police?

The entry standard for the Ministry of Defence Police is based upon existing Home Office standards and also includes those relevant to Authorised Firearms Officers (AFO). A full set of medical standards is available on request should you have concerns about pre-existing conditions. Each case is considered individually during the medical assessment and further information may be required.

The minimum physical standard and body mass index (BMI) for recruitment to this Force is 30 or less. However, discretion may be applied for those who exceed this but perform to the required standard in the Fitness Test. Each case will be assessed on its own merits during the medical stage of the process.

If you have a pre-existing condition you would like to discuss, please email your query in confidence to the MDP Occupational Health team on [MDP-Health@mod.uk](mailto:MDP-Health@mod.uk)

## 28. What are the eyesight standards?

When handling firearms and making decisions under pressure, your sight is integral to your confidence. Because of this, we do impose minimum standards. However, wearing glasses or contacts is not an automatic bar. If your sight is 6/7.5 or better, aided or unaided (6/10 better or worst eye) you will be able to apply.

In some cases, you may not be able to access glasses on the job. We ask that your unaided vision is a minimum of 6/36 to ensure you can remain relatively confident in these circumstances.

Different people refer to their eyesight with different measurements. To help you work out where your vision fits into our standards, please use the chart below.

Foot	Metre	Decimal	LogMAR
20/200	6/60	0.10	1.00
20/160	6/48	0.125	0.90
20/125	6/38	0.16	0.80
20/100	6/30	0.20	0.70
20/80	6/24	0.25	0.60
20/63	6/19	0.32	0.50
20/50	6/15	0.40	0.40
20/40	6/12	0.50	0.30
20/32	6/9.5	0.63	0.20
20/25	6/7.5	0.80	0.10
20/20	6/6.0	1.00	0.00
20/16	6/4.8	1.25	-0.10
20/12.5	6/3.8	1.60	-0.20
20/10	6/3.0	2.00	-0.30

[Return to Menu](#)

## **Colour Vision**

MDP cannot accept the use of colour-correcting lenses. Consequently, people with severe colour vision deficiencies such as monochromacy, dichromats and severe anomalous trichomats would not be deemed suitable for firearms roles.

## **Eye Surgery**

Forms of refractive surgery such as LASIK, LASEK, PRK, ICRS and epiflap are all acceptable provided that six weeks have elapsed since surgery, there are no residual side effects and the other eyesight standards are met. Other forms of eye surgery will be assessed individually

### **29. Will I be tested for drug and alcohol misuse?**

Applicants must be willing to undergo drug and alcohol tests as part of the application process. Thereafter, they may also be subject to these tests within their normal working environment.

### **30. Do I need a current driving licence?**

Yes, you must hold a full current UK manual driving licence with no more than 6 penalty points at the point of application.

### **31. Do I need to be able to swim?**

There is currently no requirement for an individual to be able to swim to join the MDP. However, officers wishing to transfer to one of the the Marine Units are required to undertake a swimming test as part of the selection process.

### **32. I have a visible tattoo and /or facial piercing. Will this affect my application?**

Applicants must not have tattoos on their hands, neck, or face/head; this would lead to automatic rejection regardless of the nature of the tattoo. Applicants must not have any tattoo which could cause offence to members of the public or colleagues, or be considered lewd, garish or provocative. Applicants should provide a description of their tattoos on the application and provide photographs of all visible tattoos [i.e. on the arms] so that the nature, location, prominence and appearance can be assessed in terms of suitability. Similarly, consideration will need to be given to whether the prominence and location of facial piercings would undermine the dignity and authority of a police officer and whether there may be implications for an officer's safety.

### **33. Will being a member of the Territorial Army [TA] or Volunteer Reserve Forces [VRF] affect my application or career with the MDP?**

Individuals who have reserve responsibilities are not prevented from applying to join the MDP. However once a serving officer, there are a number of posts where it has not been deemed appropriate to have reserve responsibilities due to the nature of the role including. Special Escort Group, Operational Support Unit, Tactical Support Group and Nuclear Guard Force. Officers who have reserve responsibilities are therefore not eligible to apply for posts within these specialisms.

[Return to Menu](#)



**34. Will membership of BNP/EDL or similar affect my application?**

The police service has a policy of prohibiting any of their officers, or staff or volunteers from becoming members of the British National Party (BNP), Combat 18 or the National Front, whose aims, objectives or pronouncements may contradict the duty to promote race equality.

[Return to Menu](#)