



Lincolnshire Police **DETECTIVE FAST TRACK SCHEME**



CRIME IS CHANGING AND SO IS THE WAY LINCOLNSHIRE POLICE RECRUITS

You can now JOIN to become a DETECTIVE CONSTABLE
WWW.LINCS.POLICE.UK/JOINUS





APPLICATION PROCESS

Crime is changing and so is the way Lincolnshire Police is recruiting people. You can now join to specialise as a **DETECTIVE CONSTABLE** through our new Detective Fast Track scheme.

The traditional path to becoming a detective would see officers having to spend over 2 years within a Uniformed Response role before being able to apply. The Detective Fast Track scheme will see successful applicants join one of our specialist investigation teams at just 42 weeks. The pathway is demanding, but in turn a great deal of support and guidance is available from the very start.

It'll be a real challenge, but we're sure you'll find it incredibly rewarding. The three stage selection process is multi-layered and designed to be rigorous.

DETECTIVE ENTRY APPLICATION PROCESS



THIS REALLY IS A JOB LIKE NO OTHER

DETECTIVE CASE STUDIES

Detective Sergeant Jeseo Karanga (Lincoln CID)

“ I am a detective sergeant, currently supervising the Criminal Investigation Department (CID). I joined Lincolnshire Police in 2010. My aspiration from the time I joined was to serve our communities as a detective. I wanted to proactively and reactively investigate crimes and to be a key driver in seeking justice for victims of crime and keeping our communities safe from those who cause serious harm, especially to vulnerable victims and children. I served as a response police officer and then as a neighbourhood police officer in uniform between 2010 and 2013.



I then joined CID in 2013 as a uniform investigator and for two years I was responsible for conducting volume crime investigations as a PIP (Professionalising Investigation Programme) Level 1 qualified officer. I then successfully took on the role of a detective constable in 2015 in CID and later joined the Operation Emerald department where I conducted investigation of serious sexual offences. I got promoted in 2019 to a detective sergeant role in a newly formed Protecting Vulnerable Persons Department (PVP) where I was responsible for supervising a team of detectives investigating serious and complex crimes ranging from rape to child neglect. I then took on my current role of a detective sergeant in Lincoln CID where I supervise a team of detectives and uniform police Investigators who concentrate on both volume, serious and complex crimes.

During my career as a detective I have had the opportunity to investigate, supervise and manage a range of serious and complex crimes leading to successful convictions in court where dangerous offenders have been put behind bars. It has been a journey full of hard work, challenges, interesting times, great satisfaction and above all enjoyment in what I do. I have had the joy to work with great people both locally, nationally and internationally.”

Detective Constable Gemma Skipworth (Skegness PVP)

“ I became a qualified detective in April 2018 after joining Lincolnshire Police in 2013. I always knew I wanted a career being a detective, investigating the most serious and complex crimes and being able to put the offenders before the courts. I began working in CID based on the east of the county covering the Skegness and Louth area. I managed a range of investigations including serious assaults, burglary, fraud, sexual offences and everything in between. More recently my work for a Fire-arms and Chemical Weapons investigation where 150 canisters of Mustard Gas had been dumped illegally in a lake in Woodhall Spa, secured the first conviction in the country for the offence of possessing a chemical weapon.



I now work in the Protecting Vulnerable Persons Unit (PVP) covering the same area. My victims are mainly children and vulnerable people and so it is not just about investigating their crimes but safeguarding them and putting measures in place to protect them in the future. I have always found my role to be emotionally and mentally challenging at times but the rewarding feeling you get when you receive a thank you for how you have spoken to someone and made their life better is probably more rewarding than the sentence at court for the offenders!”



WORKING WITH OUR VICTIMS

“ Thank you for all your help regarding the case and may I just add, it is thanks to you and your co-workers that I now have a new life (and new name) that is a million times better than the one I had. I had no one to turn to last year and could only think of informing yourselves. I have nothing but great things to say about you and, to be honest, I really don't think I would be here today without your help.”

“ It is about someone who tirelessly fights to make it right, who is morally strong and focused on gaining justice. A person sympathetic yet level headed. Someone striving to make a difference and educate society for a better world.

I am forever grateful that she crossed my path and restored my faith, not just in the police, but society as a whole.”

RECENT CASES DEALT WITH BY OUR DETECTIVES

‘Members of an organised crime group who brought cocaine and heroin into Lincolnshire...have been jailed for a total of 80 years.’

‘A 28-year-old man has been jailed for four years and 8 months for a one-punch assault which killed his victim.’

‘£580,000 of cannabis has been seized after Lincolnshire Police and the Spanish Civil Guard raided a series of underground bunkers on a Lincolnshire farm.’

‘A trio of wartime memorabilia hunters are in prison for dumping WWII mustard gas bombs in a Lincolnshire Lake.

They are the first people in the country to be sentenced for possession of a chemical weapons following an investigation led by Lincolnshire police that brought together twenty-seven agencies.’

SUMMARY OF DETECTIVE ENTRY PATHWAY

1. Visit the DC Fast Track pages at www.lincs.police.uk/joinus and apply
2. Successful completion of application process. (expressing an interest in the Fast Track scheme).
3. National Assessment Centre.
4. Detective Entry Assessment Day.
5. Offer of employment.
6. Allocated Detective Mentor.
7. Classroom training for 21 weeks (including 18 days of specialist investigative training).
8. Tutored uniform patrol period for 10 weeks.
9. Independent uniform patrol period for 10 weeks.
10. Commence trainee detective role within Specialist Investigation Team including Completion of IPLDP (Initial Police Learning and Development Portfolio).
11. Sit National Investigators Exam.
12. 6 week Specialist Investigation Course (Initial Crime Investigation Development Programme).
13. Commence ICIDP Portfolio.
14. Completion of ICIDP Portfolio leading to Confirmation of Detective accreditation.
15. Continue personal professional development with opportunity to specialise further.

FREQUENTLY ASKED QUESTIONS

What does the job of detective entail/what will I be doing?

The role of detective constable is to protect the public by undertaking investigations into serious and often complex crimes. This involves all aspects of the investigative process including (but not exclusively) dealing with victims, dealing with witnesses, attending scenes, collecting and preserving evidence, identifying and arresting offenders, interviewing, creating case files and attending court.

It is anticipated that all successful applicants will be actively involved in investigating a varied range of criminality, dependant on the department in which they are placed.

What sort of investigative team would I be working in initially?

The pathway will take you into either a Criminal Investigation Department (CID) or one of our Protecting Vulnerable Persons (PVP) Teams.

Our CID teams deal with residential burglaries, serious assaults, domestic abuse, robbery, fraud, drug trafficking and stalking offences. In addition, detectives are frequently engaged in unexplained deaths and high-risk missing person enquiries.

Our PVP Teams concentrate on abuse and serious sexual offences involving both adults and children. The role is varied, involving more demanding cases such as Child Sexual Exploitation. Each case normally brings about significant safeguarding considerations.

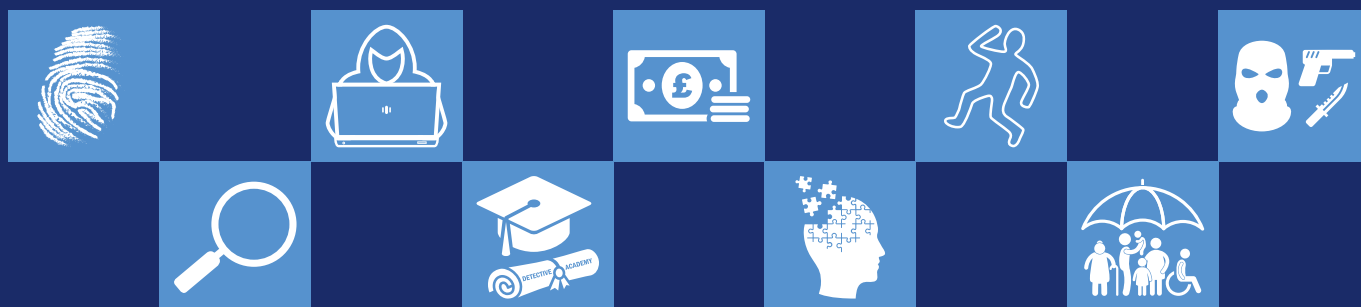
All staff will be supported through these investigations in the initial stages moving towards independence and more complex cases (multi-offender crimes, organised crime groups and conspiracy offences as experience grows).

Additional opportunities to apply to specialise in areas such as major investigations, surveillance, intelligence and counter terrorism will arise after satisfactory completion of your ICIDP Portfolio.

How can I prepare for a possible assessment/interview?

There are a number of ways to prepare for the assessment process:

- Speak to officers who have recently joined the organisation and seek their views as to the process and their experience of it.
- Speak to officers that currently work in the world of investigations as detective constables and seek their views as to the process and their experience of it.
- Refer to the Lincolnshire Police website to gain an understanding of the organisation, its structure and its aims.
- Be aware of current affairs, particularly those that would have relevance to, or place demands on the police.
- Think about the key attributes that make a good detective and how you could evidence those to an interview panel.



What sort of people are you looking for?

We are looking for highly motivated individuals with a strong investigative mindset, good communication skills and a positive desire to help the vulnerable and support the community.

Other key assets are enthusiasm and commitment, attention to detail, tenacity, confidence and the ability to complete tasks accurately and to a deadline.

There are numerous occupations, both within and outside of the police, which involve people having transferable skills and qualifications of relevance to the modern detective function. Examples of such professions would include:

- Accountancy and Financial Services
- Information Technology
- Health and Social Care Services
- Legal and Criminal Justice (CPS, probation)
- Private sector investigations
- Public sector investigations (HM Customs and Revenue, Trading Standards, security services)
- Higher Education (particularly criminal justice relevant courses)
- Police staff investigators and special constables

What sort of fitness requirements and physical attributes are needed?

Endurance shuttle run (bleep test).

This element involves running along a 15 metre track to a series of audible beeps. The beeps, during the course of the test, get progressively faster. You will need to have reached each side of the track before the next beep sounds.

Pass: Run to level 5.4 (Approximately 3 1/2 minute).

Candidates will also have to pass a medical assessment.

What about academic qualifications?

Level 3 qualification gained in England and Wales, within the meaning of the Education & Skills Act 2008 e.g. 'A' Level/AS Level, National Diploma, National Certificate, Level 3 NVQ or City & Guilds, Access to Higher Education Diploma or an academic or vocational qualification gained outside of England or Wales which is considered to be equivalent to a Level 3 qualification.

If you do not have an academic qualification listed above, you may still be able to apply if you are competent in a second language, or if you have sufficient experience within the policing environment/armed forces. For further information please visit. <https://www.lincs.police.uk/about-us/join-us/>

What if I have a previous conviction?

Convictions/cautions/penalty notices will not automatically prevent you from appointment. Individual circumstances will be considered depending on the circumstances and the nature of the offence.

What must you declare?

- Any conviction (includes motoring offences such as speeding). Any police caution/Penalty Notice for Disorder
- Spent convictions
- Any involvement in any criminal investigation that did not lead to prosecution
- Applicants who have existing County Court Judgments (CCJs) outstanding against them will not be considered

What reference or vetting checks will be carried out?

There a number of checks that are undertaken prior to coming into the organisation as a police officer. These include:

- **Vetting to Recruitment Vetting Level**

This process will also consider your immediate family and any unrelated co-residents. These vetting checks are carried out because police officers have access to privileged information, which may make them vulnerable to corruption.

- **Satisfactory Employment References**

We will send reference requests to your previous employers/educational establishments within the last five years, we will also request two character references.

- **Medical Screening**

This will be carried out by our Occupational Health team. They will check the following: BMI, eye sight test, colour vision, lung function, hearing.

- **Completion of the Force Fitness Test**

To level 5.4 of the 15m bleep test.

- **Biometric Screening**

We will need to take your fingerprints and DNA samples to carry out some final vetting checks against the national police database.

- **Drugs Testing**

Will I need to pass any exams?

Yes all candidates will need to pass basic knowledge checks during initial training.

In addition, candidates will need to pass the National Investigators Exam covering relevant legislation. There are two opportunities to do this and a pass is required to achieve accreditation as a detective.

The pass mark for this exam is currently 55.7%.

Support for this exam will be provided by way of five days paid study leave and the free provision of all of the approved study material.

What happens if I do not pass the exam?

There are two opportunities to pass the exam. Should any officer not pass the exam after two attempts there will be an opportunity for the officer to become a uniform constable (this would be subject to vacancies and discussion at management level).

How much will I get paid?

The starting salary for police officers as of September 2021 is £24,237.

When and how will I get paid?

You will get paid monthly by automatic credit to your bank or building society account.

Flexible working

If you are interested in working part-time or in a job share, please tell us on your application form and we will be happy to consider it.

Pension scheme

Lincolnshire Police participates in the National Police Pension Scheme.

Will I have to work shifts?

During the 21 weeks initial training you will be required to attend a training centre with other newly appointed officers. This training will be delivered during normal office hours. Once completed you will then progress to a ten week tutored phase followed by another ten weeks of independent patrol working on one of our uniformed response teams. This will entail working a full shift pattern that covers 24 hours.

Upon successful completion of these stages (at 42 weeks) you will then be appointed as a trainee detective and work a mixture of days and late shifts working between 8am and 10pm in either a CID or PVP team. You may also be required to work nights and overtime after the 42 week mark.



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www.lincs.police.uk

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