



Candidate Information Pack

Transferees and Re-joiner

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Section One

Role & Eligibility

ROLE PROFILE

Rank: Detective Inspector
Locations: Outbased, C-Division Wales and Western
Reports to: Detective Chief Inspector (Head of Covert Policing)

Purpose of the Role

The Dedicated Source Unit (DSU) Controller is responsible for supervising day-to-day activities of the DSU, particularly in direct line management of the Deputy Controller and BTP's Source Handlers, as well as controlling Covert Human Intelligence Sources (CHIS) and any intelligence gathered in accordance with the National Intelligence Model.

The Controller will also make recommendations on suitable targets in accordance with departmental priorities and policies, and supervise and direct the activities of the department to respond as directed in line with those priorities.

Main Duties

- To fulfil the controller role in line with the ACPO manual of guidance, and any future APP
- Supervise all aspects of the day-to-day activities of the DSU ensuring that the highest levels of integrity and ethical behaviour are established and maintained at all times
- Establish and maintain strong working relationships between the Divisional Intelligence Bureau, Confidential Unit, and internal and external bodies involved in the intelligence field
- Manage staff within the DSU, providing support in meeting personal and professional objectives as needed, to enable them to meet key performance indicators of the Unit and Division
- Evaluate source information, developing and exploiting intelligence sources in line with Divisional strategies for targeting criminals, reducing opportunities for crime and disorder, and tackling other law enforcement problems on Division
- Maintain processes within the DSU for establishing results from actionable intelligence maintaining the integrity of the process
- Comply with the standards laid down by the ACPO 'Management of Covert Human Intelligence Sources' manual
- Work in the role of Controller in all aspects of the role including meetings in the field, rewards, and representation within force at meetings
- Prepare reports, including confidential textual rewards, for use in criminal prosecutions, where necessary, for Magistrates' and Crown Court when required.
- Manage issues relating to CPIA
- Ensure all elements of risk management are brought to the attention of the AO and they are implemented.

Essential Eligibility Criteria

- Substantive in the rank of Inspector or above
- Trained Controller from a College of Policing approved course
- Currently serving in a Home Office force, or have served in a Home Office force within the previous two years
- A good working knowledge of the National Intelligence Model
- Must not have any findings of guilt for complaints or discipline
- Must not currently be subject to an unsatisfactory performance review or action plan
- All mandatory training must be up to date

You will not be eligible to transfer to BTP if you have any convictions, cautions, reprimands or penalty notices (other than select driving penalty notices).

You will not be eligible to apply if you have an existing CCJ or IVA outstanding against you.

Applicants who have been registered bankrupt will not be considered. Failure to disclose any of the above will lead to your application being rejected.

Additional Information:

BTP operates a strict attendance management policy, and individuals who have averaged the following triggers over the previous three years will ordinarily be rejected from the process:

- 2 occasions in 6 months
- 3 occasions in 12 months
- 8 days in 12 months

Consideration will be given to absences resulting from injuries on duty, pregnancy, or conditions covered by the Equality Act 2010.

Desirable Criteria

- Previous experience as an Intelligence Manager in an Intelligence Bureau
- Previous experience working within a Dedicated Source Unit
- Full clean driving licence

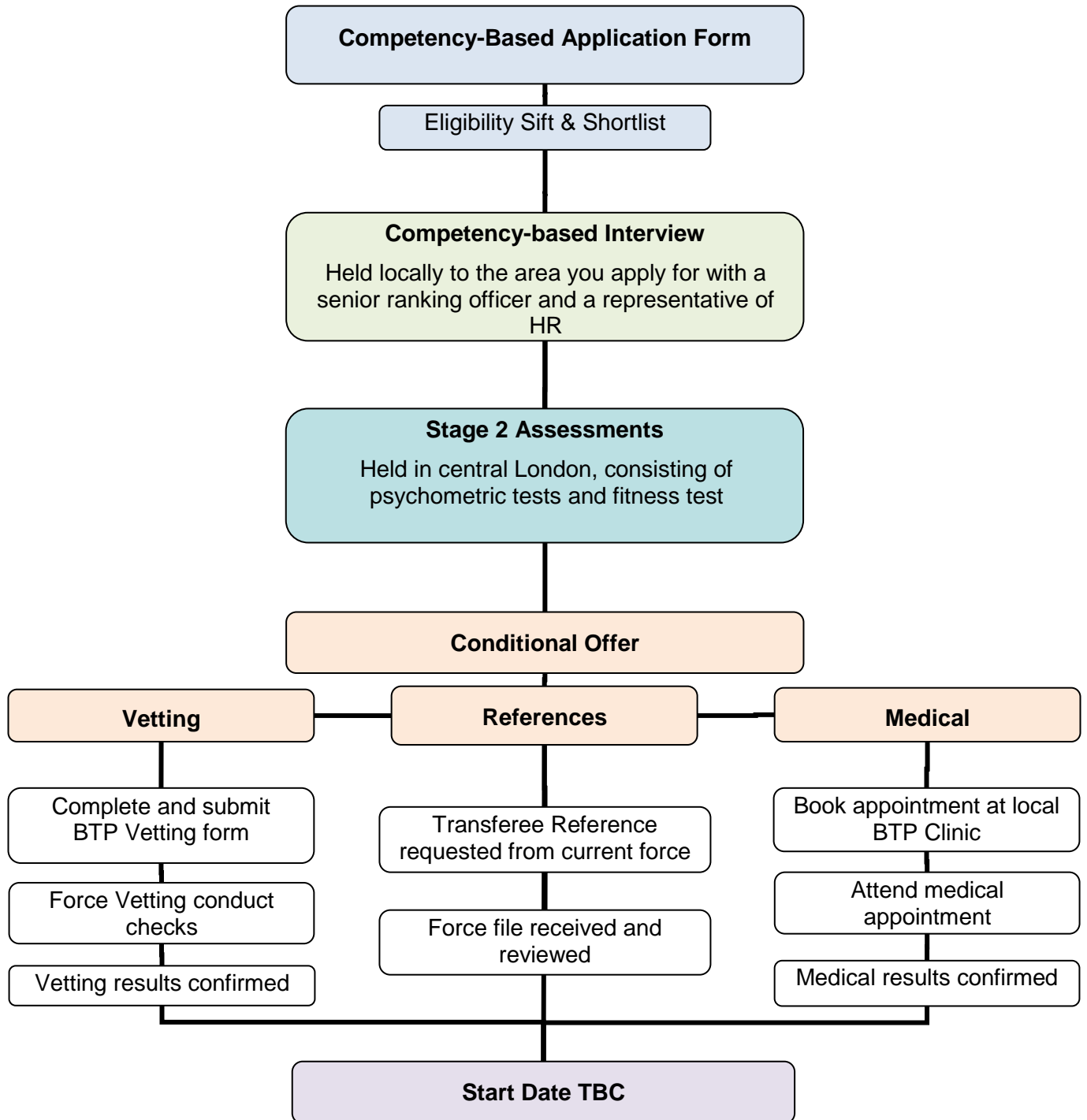


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Section Two

The Recruitment Process

The Recruitment Process





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Section Three

Salary & Pension Information

Salary & Allowances

BTP operates on the same Windsor Salary Scale as Home Office forces. As such, your basic salary, including your increment date, will be maintained on transfer as follows:

Pay Point	
0	£48,689.37
1	£50,060.39
2	£51,434.46
3	£52,811.60

Pensions

Introduction

The information in this leaflet is given on a “without prejudice basis” and does not form any part of your contractual entitlements. It does not confer any rights to benefits from the Fund other than those provided by the Fund Rules.

The benefits payable from the British Transport Police Superannuation Fund are set out in the Rules of the Fund and a full guide for members will be included within your welcome pack when you join.

All Officers under the age of 58 (63 for Superintendents and more senior ranks) will be entered into the BTP Superannuation Fund on the day they start work.

BTP operate a Pension Salary Sacrifice Scheme (PensionPlus). You will automatically be enrolled into PensionPlus and your Reference Salary will be reduced, in accordance with the PensionPlus Scheme rules, by an amount equivalent to the level of pension contributions.

On 1 April 2015, the British Transport Police Authority introduced a new ‘CARE’ section of the British Transport Police Force Superannuation Fund (BTPFSF) for new entrants training to become Police Officers, for transferee Police Officers who have no protection in a Home Office force pension scheme, and for re-joining Officers who have had a break in service.

The term CARE stands for ‘Career Average Revalued Earnings’. This means that on retirement the pension earned by the Officers will be the sum of the benefits accrued each year uplifted in following years by the consumer price index plus 1.25% per annum over the period of membership in the Fund.

Officers transferring from another force into the BTP whose pensions are protected in the Home Office may retain a form of protection on transfer, subject to confirmation from your current force regarding your current pension arrangements and subject to the approval of the British Transport Police Authority. It is your responsibility to ensure that the Recruitment team is aware of any level of protection that you may have.

Those currently in protected 30 or 35-year final-salary schemes in their host force may be offered the terms and benefits of BTP’s 2007, 35-year pension scheme. Those who are protected in a 35-year final-salary scheme in their host force, either in permanent or tapered protection, may retain their protection as per their current arrangement. Those currently enrolled in the CARE scheme in their host force, or those who have left service and are therefore no longer an active member of a Home Office pension, will receive the terms and benefits offered by the BTPFSF CARE scheme.

Transferring pension benefits

The fund can usually accept a transfer of benefits from your previous pension scheme if it is approved by the Her Majesty’s Revenue and Customs (HMRC). The rules of the Fund allow transfers-in of past membership in from Home Office forces. However, such transfers need to be on a basis agreed between the Home Office and BTPA, set out in a ‘bilateral transfer agreement’. There is currently no bilateral transfer agreement in place for the BTPFSF CARE Section, so it is currently not possible for transfers to be processed or for transfer quotations to be provided.

To discuss this further, please contact the HR Business Centre on 0121 634 5630