



Operation Vale: Vetting Existing Employees

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Background



- **2007 'Baseline Vetting' (BV) introduced**
- **1853 staff never vetted**
- **2009 'Management Vetting' (MV)**
- **37 managers not vetted to standard**
- **2009 PNC/PND checks – 300 employees with traces**
- **'Op Vale' commenced July 2013 to address issue**

Current Status



Situation Report – 14th October – 85 Cases

- Six detectives (4 London 2 York)
- 44 cases at development stage (25 involve the military).
- 34 notices have been served (21 have had disclosure bundles)
- 14 Misconduct interviews have taken place.
- 7 files submitted (6 NFA) and 1 for misconduct hearing.

Overriding Principles



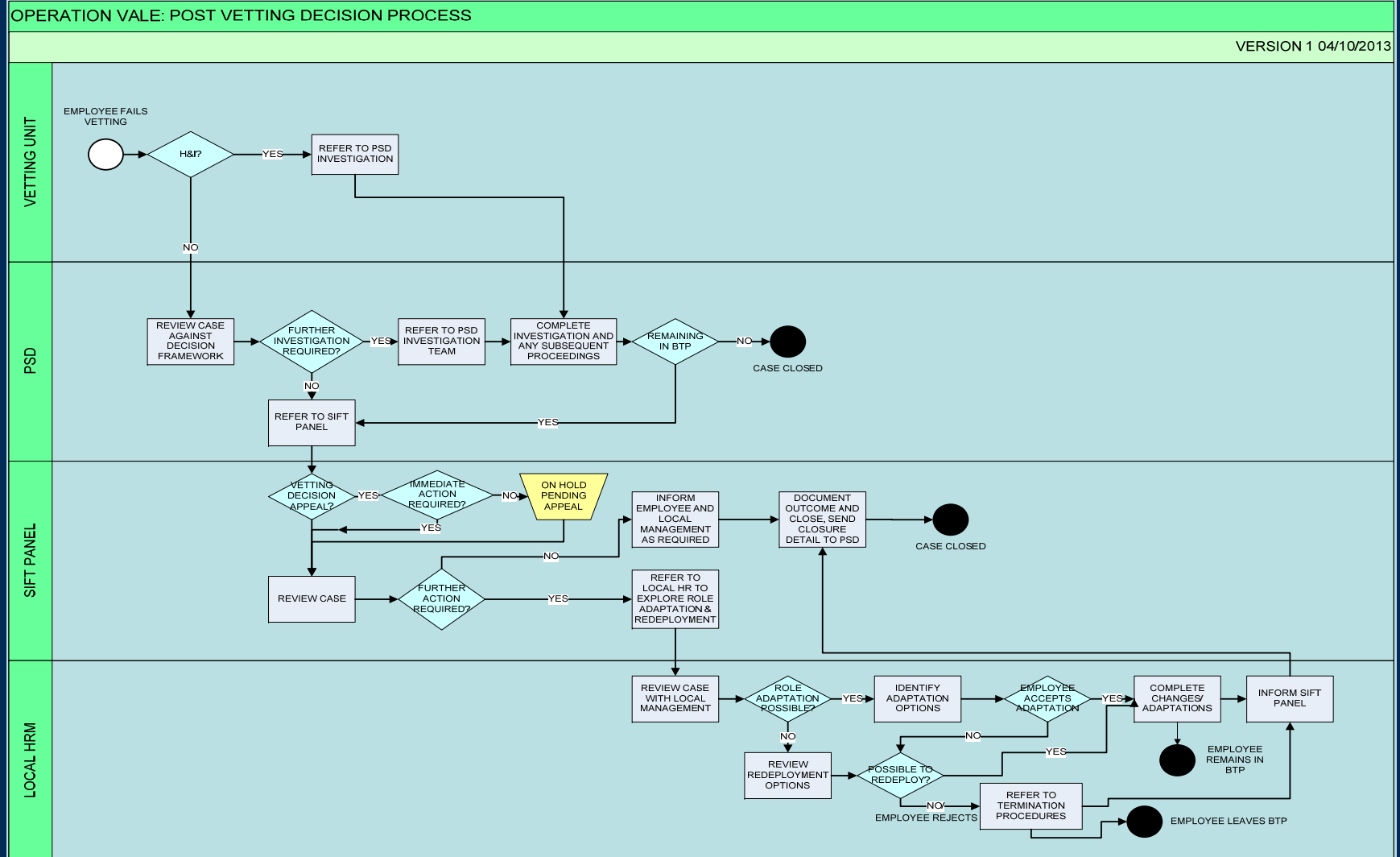
- **Vetting (& renewal) of existing staff to support organisational integrity; absolutely non-negotiable**
- **Proportionality and common sense at all stages of this process**
- **Variety of options will be considered for staff that fail vetting but have been honest (with no misconduct)**

Likely Scenarios



- **Employee knows and hasn't disclosed when asked**
- **Employee wasn't ever asked but now discloses**
- **Employee knows but hasn't notified BTP**
- **Employee doesn't know and hasn't notified BTP**

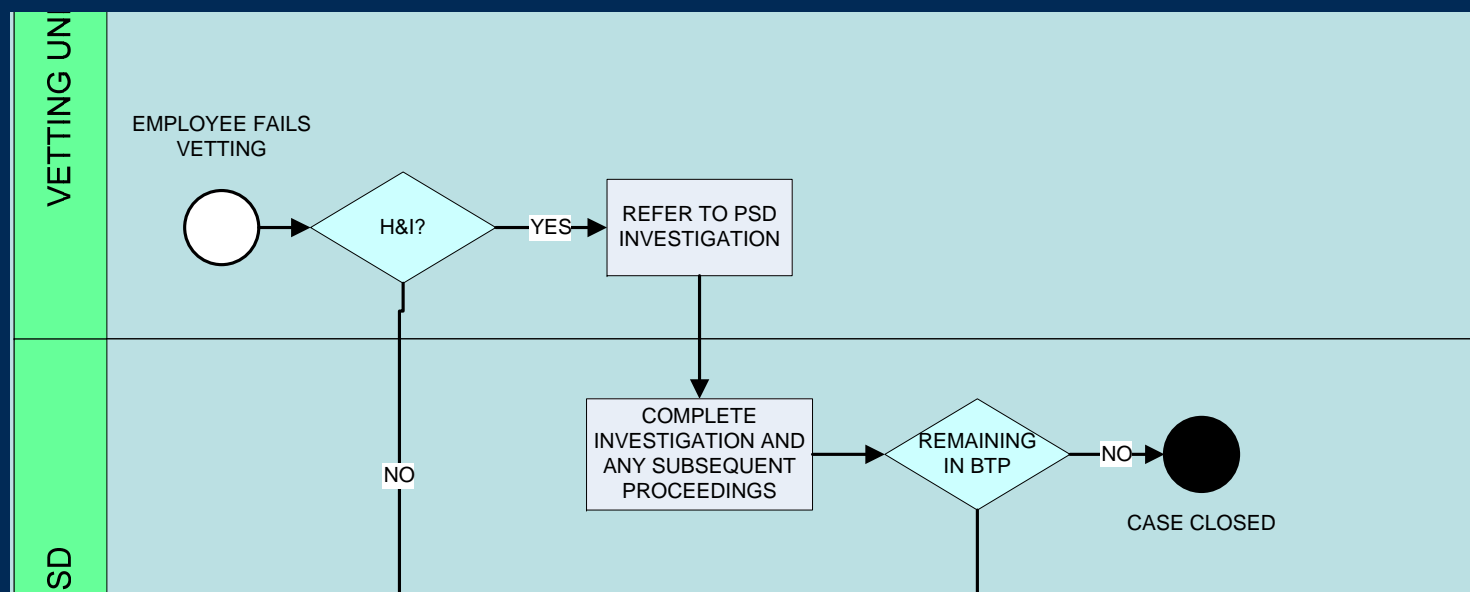
The Process



Failure to Declare



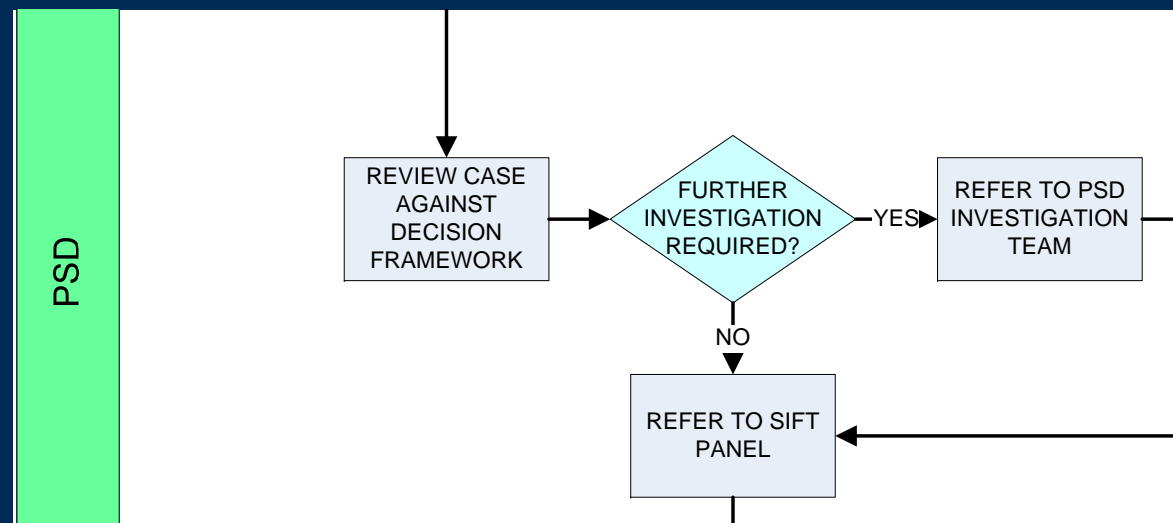
- Clear & consistent communications – declare everything and ask if unsure!
- ‘Failure to declare’ will generally result in level 2 misconduct investigation, but...
-in most cases we will manage risk and retain staff



Decision Making Matrix



Initial application of the Decision Framework will take place at this stage of the process. The matrices contained in the Framework will be used to decide where to refer cases of failed vetting, or issues of concern. These matters will be either be referred to PSD for further investigation, or to the Sift Panel to coordinate any further action required to mitigate risk to BTP and the employee, this could include dismissal.



Decision Making Matrix



GROUP	INCIDENT TYPE	FINDING*	SEVERITY
1	Crimes of Violence	Proven	Very High
		Not Proven	High
2	Crimes of Indecency	Proven	Very High
		Not Proven	High
3	Crimes of Dishonesty	Proven	Very High
		Not Proven	High
4	Other Crime	Proven	High
		Not Proven	Medium
5	Non-Notifiable Offences	Proven	Medium
		Not Proven	Low
6	Offences Relating to Motor Vehicles	Proven	Medium
		Not Proven	Low
Debt	CCJ, Trust Deed, IVA, Bankruptcy or other Court Order	Live	Medium
		Discharged	Low

WITHIN	STATUS	TIME
0-3 years	During Employment	Very High
	Out-with Employment	Very High
3-6 years	During Employment	Very High
	Out-with Employment	High
6-9 years	During Employment	High
	Out-with Employment	Medium
10-15 years	During Employment	High
	Out-with Employment	Low
> 15 years	During Employment	Medium
	Out-with Employment	Low

Severity	Very High	Very High	Very High	Very High	Very High
	High	High	High	Very High	Very High
Medium	Medium	Medium	High	High	
Low	Low	Low	Medium	High	
	Low	Medium	High	Very High	
	Time				

Matrix Outcomes



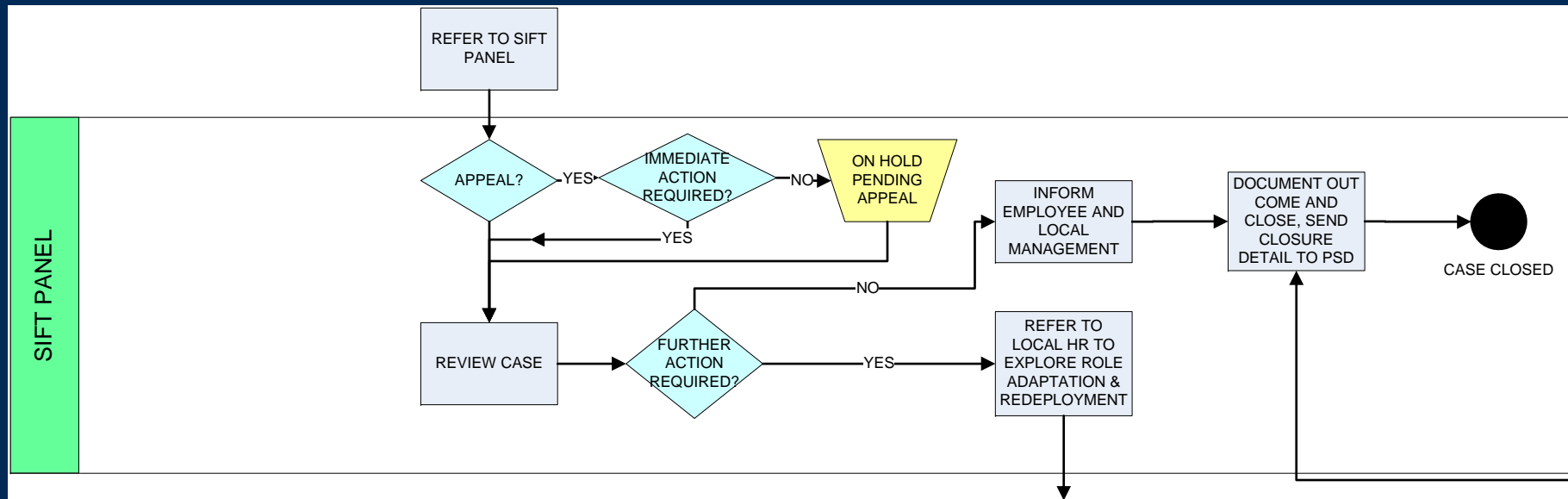
RATING	OPTIONS FOR DISPOSAL
VERY HIGH	Dismissal for SOSR/ Breach of Contract (Police Staff) Gross Misconduct Investigation (Level 2)
HIGH	Dismissal for SOSR/ Breach of Contract (Police Staff) Gross Misconduct Investigation (Level 2) Misconduct Investigation (Level 1) Service Confidence Proceedings Redeployment
MEDIUM	Dismissal for SOSR/ Breach of Contract (Police Staff) (Only where Redeployment is required and suitable posts are not available) Service Confidence Proceedings Misconduct Investigation (Level 1) Redeployment UPP Management Advice
LOW	Management Advice No Action

- Overall rating provides a range of options for further action
- Only a guide; all cases assessed on their merits
- Action taken outside guidelines = documented rationale

Sifting Panel



- Applies framework consistently
- Each case considered in a timely fashion.
- Does not make decisions about terminations, sanctions, changes to role or redeployment.
- Identifies appropriate process and recommendations where an individual has failed vetting



Sifting Panel Outcomes



3 Options: PSD – NFA – Local HRM

