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Date: 04/07/2023
Our ref: GSA 3074/23

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FREEDOM OF INFORMATION REQUEST REFERENCE NO: GSA 3074/23

I write in connection with your request for information dated 17/06/2023, received by Greater Manchester Police (GMP) for the following information:

I would like to request the structure of your current police officer recruitment process, and the order in which the stages progress.

Could you also please include whether the stages are being run inside of force, or outsourced to other organisations (which organisation is not important).

Could you also include if those stages are designed internally, or if you have used external consultants or agencies to assist with their design (again, which companies are not important).

I am not seeking details on the content of the exercises, just the actual structure of the process itself. An example would be:

Stage 1 - Application Form, run by Human Resources, designed in-service Stage 2 etc.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

Stages of recruitment	Conducted internal or external for GMP	Stages designed (in house/external)
Application form	Run by GMP	Using the recommendations from the College of Policing guidance.

National Sift Process	Run by College of Policing	Using the recommendations from the College of Policing guidance.
National Online Assessment	Run by College of Policing	Using the recommendations from the College of Policing guidance.
Final Interview	Run by College of Policing	Using the recommendations from the College of Policing guidance.
Pre-Employment Checks	Run by GMP	Using the recommendations from the College of Policing guidance.
Job Related Fitness Test	Run by GMP	Using the recommendations from the College of Policing guidance.
Medical Assessment	Run by GMP	Using the recommendations from the College of Policing guidance.

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