TRIAL DRAFT Policing Professional Profile

Police Liaison Team (PLT) Officer

<table>
<thead>
<tr>
<th>Job Family:</th>
<th>Operational Support</th>
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<tr>
<td>Sub group:</td>
<td>Public Order</td>
</tr>
<tr>
<td>Level:</td>
<td>Service Deliverer</td>
</tr>
<tr>
<td>Code: (for College use only)</td>
<td>OPS-PO-SD-Police Liaison Team Officer v1.0 Trial Draft June 2018</td>
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Role Purpose
(This section summarises the key function of the role)

Police Liaison Team (PLT) Officers are deployed to spontaneous or pre-planned public order/public safety events as a resource to enable an effective policing response and act, where needed, in a mutual aid capacity.

They will be trained and equipped in tactics as outlined within module F6 of the National Police Public Order Training Curriculum (NPPOTC).

Key Accountabilities
(This section details the key responsibilities required of the role)

- Attend pre event briefings to obtain a clear understanding of the gold commander’s strategy, the silver commander’s tactical plan and their bronze commander’s deployment plan and to understand their role within it.
- Engage in dialogue and communication with and ensure the flow of information between police officers, crowd members and other individuals at all times during the event in order to support public safety and the effective running of a peaceful event or protest.
- Identify and differentiate individuals and groups who may become involved in or encourage disorder or violence or increase levels of tension and provide commanders with ‘fast time’ updates to enable informed and proportionate decision making.
- Sense the mood and intent of groups and crowd members by recognising and applying principles of crowd dynamics and crowd psychology and relating it to the disorder model.
- Conduct ongoing assessment and evaluation of threat and risk to public, team and individual safety and to communicate emerging issues to the command team.
- Comply with all applicable national and regional guidelines and legislation to ensure the safe and legal policing of public order events and to produce intelligence reports supported by relevant and suitable audit trails.
- Engage in and contribute to the debriefing process to ensure information is effectively transmitted and to contribute to organisational learning.

Behaviours
(Outlines the behavioural requirements of the role)
All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

**Resolute, compassionate and committed**

<table>
<thead>
<tr>
<th>We are emotionally aware</th>
<th>Level 2</th>
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<tbody>
<tr>
<td>We take ownership</td>
<td>Level 1</td>
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**Inclusive, enabling and visionary leadership**

<table>
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<tr>
<th>We are collaborative</th>
<th>Level 1</th>
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<tr>
<td>We deliver, support and inspire</td>
<td>Level 1</td>
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**Intelligent, creative and informed policing**

<table>
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<tr>
<th>We analyse critically</th>
<th>Level 1</th>
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<tbody>
<tr>
<td>We are innovative and open-minded</td>
<td>Level 1</td>
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### Education, Qualifications, Skills, and Experience

*(Outlines the skills and educational and qualification requirements to be able to fulfil the role)*

**Prior education and experience:**

- Multi Stage Fitness Test (MSFT) standard for patrol officers, which is the endurance standard test at level 5:4.
- Trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officer safety trained as per their individual force policy.
- Public order core themes Module A1 e-learning programme on the Managed Learning Environment (MLE) prior to attending PLT training.
- Successfully complete a nationally approved NPPOTC module F6 training course delivered at a licensed centre.

**Skills:**

- Able to set out logical arguments clearly, adapting language, form and message to meet the needs of different people / audiences.
- Able to identify key stakeholders, understand potential roles and to take appropriate steps to understand their needs and concerns.
- Able to work effectively in a team to achieve shared objectives, demonstrating awareness of individual differences and providing support as required.
• Able to use resources efficiently in own role and to comply with financial rules and procedures.
• Able to identify potential opportunities to enhance efficiency and/or effectiveness within own area of work.
• Able to break down a straightforward problem into component parts and determine appropriate action.
• Able to interpret and apply guidance to a specific activity.
• Able to review own performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role.
• Good team working skills demonstrating awareness of individual differences and providing support as required.

**Continuing Professional Development (CPD)**
*(Outlines continuing professional development activities which will enable the individual to maintain and enhance competence in the role)*

• Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
• Keep up to date with changing public order legislation and how this may affect you in your role.
• Maintain working knowledge of protest and issue groups.
• Maintain knowledge of crowd dynamics and crowd psychology based on current guidance and best practice.

**Professional Registration/Licences**
*(Outlines any ongoing registration or licensing requirements of the role)*

Not applicable.

**Links to other profiles:**
*(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)*

NPoCC Mercury Profile – Police Liaison Team Officer 22 v2