[](https://collaboration.lancres.lancashire.police.cjx.gov.uk/sites/media-engagement/Toolkit%20Images/LC%20crest%20with%20text%20landscape%20large.jpg)

**ROLE PROFILE**

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| **Post Title:** | Safer Roads Unit Safer Roads Officer | |
| **Grade:** | LC 4-5 (progression arrangements apply) | **JE: 1541** |
| **Location:** | Safer Roads Unit, Police HQ | |
| **Responsible to:** | Safer Roads Unit Supervisor  Senior Court Presentation Officer  NDORS Team Leader | |

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| **Job Purpose:** |
| To deliver professional, efficient and effective administrative support in relation to all aspects of non-recordable motoring offences, including officer issued and safety camera notices, reports for process, injury collision reporting and diversionary courses.  To promote road safety, reducing those killed and injured on Lancashire’s roads and where necessary bring offenders to justice. |

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| **Key Responsibilities:** |
| **This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.**   * To keep the SRU Managers updated, ensuring any changes in legislation, policy and procedure, are communicated in a timely manner. * To provide a high quality of service to members of the public, officers and colleagues maintaining confidentiality at all times and to continually strive for improvement and support change where necessary. * To support the work of operational officers providing advice and guidance in the preparation of evidence to comply with national file standards and assist in the successful prosecution of offenders to ensure cases are dealt with in a timely, professional and accurate manner. * To work in a multifunctional team to deliver cost-effective criminal justice administrative processes, maintaining attention to detail whilst successfully managing demand and taking responsibility for associated deadlines. Over time, there will be a requirement for staff to gain experience of a variety of functions within the SRU. * To provide advice and guidance to colleagues, other agencies, members of the public and National Driver Offending Retraining Scheme (NDORS) trainers, regarding traffic offence reports, fixed penalties, camera enforcement notices, report for process and collisions matters and diversionary courses. * To closely monitor adherence to procedural, legal and home office requirements and service level agreements with officers and other agencies such as the Crown Prosecution Service (CPS), Her Majesty’s Court and Tribunal Service (HMCTS), the Coroner’s Office and UKROEd and take prompt action to address non-compliance by the most appropriate method. * To provide advice, support and guidance to officers in relation to the submission, quality, content and timeliness of SRU prosecution files, issuing constructive feedback, tasking and documenting additional enquiries where necessary. * To act as subject matter expert in relation to injury due care investigations, conducting evidential reviews to ensure minimum standards of evidence are met to support a prosecution, course offer or identifying evidential shortcomings and advising where no further action may be more appropriate. * To prepare files for prosecution within agreed standards, processes and legislative timeframes. * To upgrade files, when directed, to a high, trial ready standard, complying with Criminal Procedure Rules, the Manual of Guidance, Disclosure Manual and the Criminal Procedures and Investigations Act 1996. * To ensure accuracy when updating or amending records and notices, processing course bookings and during court preparation ensuring at all times that records remain up to date. * To respond to complaints and general enquiries, both internal and external, in a professional and timely manner. * To contribute to the development of efficient processes and systems in respect to SRU and criminal justice procedures, taking opportunities to reduce the administrative burden whenever possible, particularly in respect of operational police officers. * To ensure knowledge of NDORS is maintained in order to support the NDORS service. * To positively engage and maintain effective working relationships with partner agencies, including the Department for Transport, Road Safety Support, CPS, HMCTS and the Coroner’s Office. * To deal with general enquiries from officers, other departments and divisions, members of the public, CPS, HMCTS, the Coroner’s Office, UKROEd, NDORS trainers, other Police Forces, both in writing, email and via the telephone. * To deal appropriately with telephone enquiries to both the SRU and NDORS public phone lines, providing effective, accurate, and courteous advice and guidance at all times, enhancing customer satisfaction, whilst at all times ensuring personal data is not compromised. * To attend and actively contribute to meetings. * To carry out any other duties which are consistent with the nature, responsibilities and grading of the post |

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| **Behaviours :** | | |
| The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. These competencies will be incorporated into the interview stage of the selection process.  For more details on these competencies please follow the link provided.  <https://profdev.college.police.uk/competency-values/>  This role is required to operate at or be working towards the levels indicated below: | | |
| **Resolute, compassionate and committed** | | |
| **Behaviour** | **Level** | **To be Identified by** |
| We are emotionally aware | 1 | Interview |
| We take ownership | 1 | Interview |
| **Inclusive, enabling and visionary leadership** | | |
| We are collaborative | 1 | Interview |
| We deliver, support and inspire | 1 | Interview |
| **Intelligent, creative and informed policing** | | |
| We analyse critically | 1 | Interview |
| We are innovative and open minded | 1 | Interview |

Please note the link will provide information about all competency levels however you should refer to the level indicated above.

The levels are progressive so for example if level 2 is applicable all the areas in Level 1 & 2 in that competency area would apply to the role.

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| **Values :** | |
| All roles are expected to know understand and act within the ethics and values of the Police Service. These will be assessed within the application/assessment or interview stage of the recruitment/selection process. | |
| **Integrity** | **Impartiality** |
| **Public Service** | **Transparency** |

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| **Qualification** | | |
| **Essential** | **Desirable** | **To be identified by** |
|  | Customer Service Qualification or proof of attending an in-house training course in customer service | Application Form |
|  | Intermediate typing/word processing qualification i.e. RSA II, ULCI III, IBT2, ECDL &/or ability to type at 35 wpm | Application Form/Typing Assessment |
| **Knowledge / Experience** | | |
| Experience of working in an administrative role within a busy environment dealing with confidential information | Previous experience of working within a Criminal Justice or legal environment | Application Form |
| Experience of working to a high standard with minimal supervision, organising and prioritising own workload whilst working to deadlines |  | Interview/Assessment |
| Experience of producing accurate written information and demonstrate a high level of attention to detail | Experience of composing letters and memos and responding to correspondence | Application Form/ Interview/Assessment |
| Experience of inputting, updating and maintaining computerised systems | Experience of interrogating Police IT systems to research and record information, e.g. Connect | Application Form/ Interview |
| Experience of assessing information, providing logical, informed solutions and taking appropriate action when necessary | Experience of interrogating computer systems to produce reports and/or management information | Application Form/Interview  /Assessment |
|  | Knowledge of diversionary courses | Application Form/Interview |
| Experience of working effectively as part of a team | Experience of providing specialist advice and guidance to staff and managers on policy and procedures | Application Form/Interview |
| Experience of dealing with members of the public and working in partnership with other departments and agencies | Experience of developing and maintaining effective working relationships with internal and external stakeholders | Application Form/Interview |
| Ability to communicate effectively at all levels | Experience of presenting evidence in court and knowledge of court procedures and protocols | Application Form/ Interview/Assessment |
| Experience of maintaining strict confidentiality, using tact and diplomacy where applicable |  | Application Form/Interview |
| Experience of using Microsoft Software applications including Outlook and Word | Knowledge of force I.T. systems | Application Form/Interview |
| **Other** | | |
| An acceptable level of sickness absence in accordance with the Constabulary’s Attendance Policy |  | Attendance to be checked post interview by Recruitment for internal staff, via references for external applicants |
| A flexible approach to working hours and practices |  | Interview |

Please note that the use of the terms “Assessment & Interview” is based upon candidates being successfully short-listed. In addition, the Division reserves the right to select the most suitable candidate based upon any combination of assessments that is deems appropriate. **Date last updated: 01/07/22**

**LANCASHIRE CONSTABULARY**

**SAFER ROADS OFFICER LC 4- 5**

**PROGRESSION ARRANGEMENTS**

The following progression arrangements are all subject to the needs of the post and not the post holder however, the individual’s line manager should provide the necessary support and guidance to help the individual develop where possible and allow them to successfully apply for progression, actively using PDR as a record for doing so.

These arrangements do not prevent management seeking authority to appoint at any spinal column point in the LC 4 - 5 range subject to the individual meeting the progression criteria.

**LC 4 (bar at the top)**

On appointment

**Progression to LC 5 (bar at the top)**

After one year’s satisfactory performance in the post at LC4 and having evidenced proactivity and assessable performance by: When the individual can demonstrate the following:

* Possessing a comprehensive knowledge and understanding of the systems, functions and processes within the SRU or having expert/specialist knowledge in a critical area of SRU business.
* Consistently producing high quality correspondence
* Undertaking basic research and demonstrating an ability to interpret and assess information to resolve general enquiries from internal and external contacts including members of the public
* Frequently providing accurate and timely advice and guidance to officers, colleagues, external contacts and members of the public.
  + Undertakes research on a regular basis from a variety of sources drawing conclusions and identifying solutions, taking positive action to make decisions and to assist Officers and colleagues in resolving day to day issues.