



**BERMUDA
RESERVE
POLICE**



Reserve Police Volunteer Information Pack

RESERVE POLICE CONSTABLE

<https://joinus.bps.bm>



Embark on a fulfilling journey as a volunteer Reserve Police Constable

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ABOUT THE BRP

Though the idea of creating a Reserve Police Constabulary in Bermuda had been suggested as far back as the 1930's, it was not until the Second World War (1935-1945) that the local Legislature and people of these Islands saw the real need to establish an auxiliary Police Force. During the war situations often arose which saw the regular Police Force stretched to breaking point and the necessity to have a dedicated, properly trained, local body of reserve Police officers was plain for all to see.

Following the cessation of hostilities in 1945, Bermuda gradually began to return to normal and the idea of creating a Reserve Police Force was temporarily placed on the back burner. However, those who believed in the concept continued to press ahead with their proposal, and their perseverance was rewarded when the Bermuda Reserve Constabulary was eventually formed on 1st February 1950. The following year, on 21st July 1951, the Legislature passed the Act which officially established the Reserve Constabulary.

In 1987, Commandant John Moore introduced key reforms to the Bermuda Reserve Police, including enhanced training and the introduction of bounty payments in 1991. In 1995, under Commissioner Colin Coxall, the Reserve Constabulary was renamed the Bermuda Reserve Police, adopted a new uniform, upgraded its headquarters, and gained permission for officers to drive police vehicles.



Our Mission
Making Bermuda safer

Our values

- Trust** - We support our staff to make decisions and take action.
- Learn** - We reflect, we learn, and we improve.
- Courtesy** - We are considerate to all while discharging our duties.

Our vision

- We provide a first-class service.
- We protect victims, particularly those most vulnerable.
- We work in partnership to solve problems.
- Our staff make a difference in the community.

5 Strategic Priorities

- 01.** Reduce serious crime and protect vulnerable persons
- 02.** Raise confidence in the police
- 03.** Reduce harm on our roads
- 04.** Work in partnership
- 05.** Develop digital policing

OUR STANDARDS

Honesty and Integrity

Can you act with honest, and with integrity and not compromise or abuse, your position as a reserve police officer at all times? This includes:

- Being sincere and truthful
- Showing courage in doing what you believe to be right
- Ensuring your decisions are not influenced by improper considerations of personal gain
- Not knowingly making false, misleading or inaccurate oral or written statements in any professional context
- Neither soliciting or accepting the offer of any gift, gratuity or hospitality that would compromise your impartiality
- Not using your position to inappropriately coerce any person or to settle personal grievances

Authority, respect and courtesy

Can you act with self-control and tolerance, treating members of the public and colleagues with respect (including respect the rights of all individuals) and courtesy?

Equality and Diversity

Can you act with fairness and impartiality and not discriminate unlawfully or unfairly?

Orders and Instructions

Can you give and carry out lawful orders and instructions, not abusing your authority?

Can you abide by police orders, police codes of practice, Service policies and lawful orders?

Duties and responsibilities

Can you be diligent in the exercise of the duties and responsibilities of a reserve police officer?

Confidentiality

Can you treat information with respect and access or disclose it only in the proper course of police duties?

Fitness for duty

Can you maintain your fitness for when you are on duty or presenting yourself for duty in carrying out your responsibilities?

Discreditable conduct

Can you behave in a manner which does not discredit the Service or undermine the public confidence in it, whether on or off duty?

Can you report any action against you for criminal offence, any conditions imposed on you by a court or the receipt of any penalty notice?

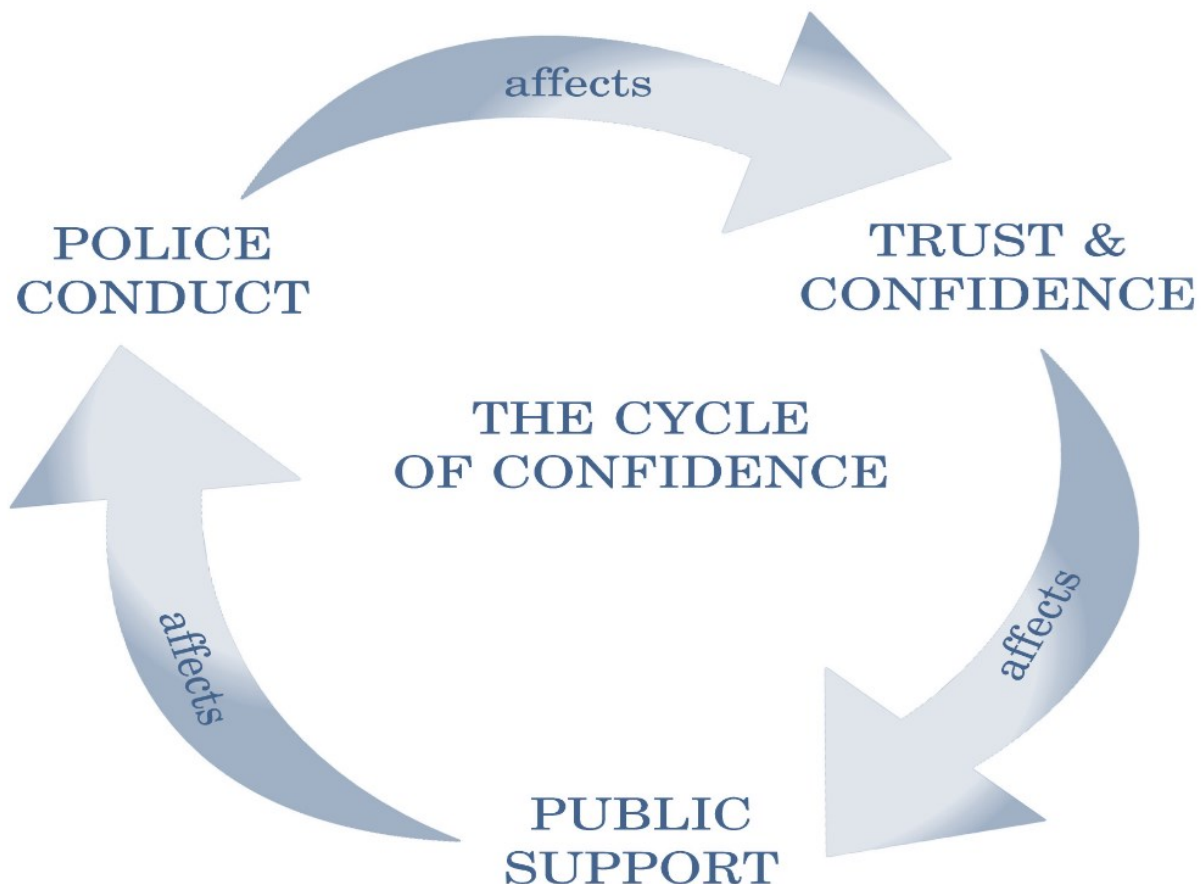
Challenge and reporting improper conduct

Can you report, challenge or take action against the conduct of colleagues, which has fallen below the Standard of Professional Behaviour?

Dealing with difficult situations

You will have to deal with circumstances or scenes of a difficult or distressing nature e.g. road traffic collisions, child cruelty, sudden deaths.

Could you deal with traumatic and distressing situations with sensitivity and a level head?



Becoming a Reserve Police Officer

Questions frequently asked by those contemplating joining the Bermuda Reserve Police (BRP)...

Q. How old do I have to be to join the Reserve Police?

A. Men & Women from 18-57 years of age can join the Reserves.

Q. Are there any tests to get into the BRP?

A. Yes, there are written tests, physical, psychological tests and a medical assessment. The standards for the Bermuda Reserve Police (BRP) are similar to that of the Bermuda Police Service (BPS).

Q. How long do I have to serve in the BRP?

A. We are a voluntary organization and therefore can not make demands upon your length of service. We do however, ask for an initial commitment of three years.

Q. What is the basic training course all about?

A. The basic training course for the Reserve Police covers many subjects in depth. In fact each subject is covered to the same degree as if you were a regular Police officer.

Q. Will I get paid for being a Reserve?

A. Simply put, no. You will not be paid. We are a voluntary organization and we serve for the betterment of the community. However, those officers who volunteer at least 39hrs over a three month period will receive a non-taxable bounty payment as a thank you for volunteering your time.

Q. What can I possibly get out of the BRP?

A. You will become a member of a well respected, structured, disciplined organization which will provide you with both training and experience that will enrich your civilian life, as well as giving you the knowledge that you are positively serving your community.

KEY ACCOUNTABILITIES

Provide appropriate initial and ongoing front line response to a wide range of incidents that may include complex and confrontational situations, assessing immediate risk, threat and harm to determine a proportionate response in line with the law and policy.

Effectively engage with victims, witnesses, suspects and the vulnerable, in accordance with equality, diversity and human rights considerations, to provide initial support, directly towards relevant services, establish relationships and gather information that prevents and reduces crimes.

Maintain awareness of potential and actual risks to individuals, taking appropriate action to protect and support those in need of public protection to pre-empt or effectively address safety / vulnerability issues.

Gather and handle information, intelligence, and evidence, from a variety of sources, in line with legislation and policies, taking the appropriate action to support investigations, law enforcement and criminal justice proceedings.

Interview victims, witnesses and suspects in relation to appropriate crimes and investigations, to gather information that has the potential to support law enforcement objectives.

Conduct first line analysis of information, intelligence and evidence to determine significance, generate lines of enquiry, inform decision making and support evidence based policing.

Justify and professionally account for actions to ensure adherence to legal frameworks and key working principles and policies.

And any other lawful orders and instructions by the Commissioner of Police and/or his designate.

BEHAVIOURS

All roles are expected to know, understand and act within the ethics and standards of professional behavior of the Police Service.

EDUCATION, QUALIFICATIONS, SKILLS AND EXPERIENCE (Outlines the skills and educational and qualification requirements to be able to fulfill the role.

- Completed mandatory assessments on recruitment.
- High School Diploma, GED or equivalent.
- Successful completion of Reserve Foundation Course (RFC).

Skills:

- Able to develop a deep knowledge and understanding of a local community including society composition, the needs of the vulnerable and local safety issues.
- Strong communication skills with the ability to set out logical arguments clearly and adapt language, form and message to meet the needs of different people/ audiences.
- Good team working skills demonstrating awareness of individual differences and providing support as required.
- Able to proactively develop effective working relationships with colleagues, partners and other stakeholders, understanding their needs and concerns.
- Able to identify the drivers of behaviour, acting with discretion and emotional intelligence to manage conflict and defuse difficult situations.
- Problem solving skills with the ability to identify cause and effect and develop an evidence-based course of action designed to target root causes as well as manage impacts.
- Able to review and reflect on performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role.
- Good time management skills with the ability to appropriately prioritise and plan work.
- Skilled in the use of standard IT packages, systems and/or databases to fulfil role requirements.
- Skilled in applying personal safety tactics, including the use of equipment and restraints

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) (Outlines possible continuing professional development activities which will enable the individual to maintain and enhance competence in the role.

- Maintain an up to date understanding of Police Regulations and BPS Service Standing Instructions (SSI's), best practice and any local policy applicable to the operational police context.
- Maintain knowledge and understanding of new approaches identified by evidence based policing research and problem solving, test and synthesize these into working practice, championing innovation and changes to practice.
- Maintain a working knowledge and understanding of new and evolving crime threats and priorities and current best practice to tackle these in order to enable a pro-active and preventative approach.
- Successfully complete all annual and mandatory training.

WHY WE DO THIS

Volunteering as a reserve officer allows individuals to contribute to the safety of their community while still pursuing their primary careers. By working alongside regular police officers, reserve officers help enhance the overall policing efforts in Bermuda, making it a safer place to live. They gain the satisfaction of serving their community while also gaining valuable skills and experiences.

BOUNTY PAY and BENEFITS

Pay

- Constable Bounty Pay is **\$625 BMD Per 39 hours per quarter.**
- Tiered incentive Pay up to **\$350 per quarter when qualified**

Benefits

- Available driver training, Motorcycle training..etc
- Emergency Response Dive Training
- Access to Private sports and recreation facilities

If volunteering for an exciting, challenging opportunity to police your community appeals to you, submit an online application at <https://joinus.bps.bm> or scan the QR code below.



The Bottom Line

Becoming a Reserve Police Officer offers a sense of pride and fulfillment, knowing you're part of an organization that works to fight crime alongside the Bermuda Police Service. This role is not for everyone—it can be tough and demanding, requiring self-discipline and commitment. However, it provides a unique sense of satisfaction that few other volunteer roles can offer. As a reserve officer, you will experience life in ways few people can, and it's a position to be genuinely proud of.

HEALTH AND FITNESS REQUIREMENTS

Policing is not easy. Whilst you do not need to be an Olympic athlete to join, you do need to be relatively fit and healthy to cope with the demands of the job.

Fitness

You will be required to take the Job Related Fitness Test. This will include a Bleep test. You will be required to run up and down a 15-metre track beating a 'bleep'. At the end of each level, the time between beeps gets shorter, meaning you have to run faster. The whole test takes three minutes and 35 seconds and covers a total of 525 metres. You are required to reach level 5.4.

Enhance your fitness level prior to your medical exam. Aim to complete a rigorous run lasting 20 to 30 minutes, three times weekly, as part of your preparation for the Bleep Test.

Start preparing now by watching our [YouTube video](#) for tips.

Medical conditions

Some medical conditions can prevent you from being able to cope with the physical and mental demands of the job. The Government of Bermuda Health and Physical Fitness Standards for Police Recruits gives full details on illnesses, injuries and disorders that will affect your ability to work as a reserve police officer. These conditions may include but not limited to:

- A poor degree of aerobic fitness that would prevent an applicant performing duties involving periods of intense and strenuous physical exertion;
- Medical conditions such as epilepsy, diabetes mellitus and asthma that can suddenly stop an applicant performing his or her duty;
- Medical conditions that require regular treatment or medical management where the absence of treatment or facilities would exacerbate the medical condition, particularly under adverse or abnormal conditions for extended periods of time, such as chronic illnesses, including incurable cancerous conditions;
- Diseases of the musculoskeletal system such as rheumatoid arthritis, other chronic bone and joint conditions, paralysis or missing limbs, and chronic injuries impairing the musculoskeletal system;
- Medical conditions that could affect the health of anyone being assisted or apprehended such as communicable diseases including HIV and active hepatitis B and C;
- Medical conditions likely to be affected by policing duties including mental illness or conditions likely to be aggravated by stress.

Eyesight

Meeting the police eyesight standards is essential. Your eyesight will be assessed during the medical examination, which is a crucial step in the application process.

Hearing

You must meet the police hearing standards. Your hearing is tested as part of your medical, which takes place during the application process.

Dental

You must meet the police dental standards. Your dental is a part of your medical, which takes place during the application process. If you require any dental work such as root canals, fillings, caps, braces etc., and this is known during medical, this dental work must be completed prior to any offer of employment being made.

Substance Misuse

Police officers must adhere to the law, which prohibits the misuse of drugs like cannabis, ecstasy, and cocaine. The BRP conducts drug testing during recruitment and may do so throughout service to ensure compliance.

Body Mass Index (BMI)

Is your Body Mass Index (BMI) between 18 and 32?

This can be determined if you know your weight and your height. The actual calculation is your weight (in kilograms) divided by your height (in meters squared).



VETTING REQUIREMENTS

Everyone joining the BRP must be vetted. Vetting checks are an important way to maintain our high standards and reassure the Bermuda community that appropriate checks are done on people who hold a position of trust, such as our officers.

You will be asked to fill in an online vetting form. Details are checked against:

- criminal, intelligence and national security records
- public records
- in some cases, credit agencies

We also check your social media presence.

Cautions or criminal convictions

Ideally, you should not have a criminal conviction or cautions record. If you do have one, it will depend on the age and nature of the offence. We assess this as part of vetting.

If you are in any doubt about if to tell us something, disclose the information. If you do not tell us about something, your application may be refused simply as you were not up front.

Reasons you can't join

There is a number of things that will rule you out from joining us. These include:

- You have undischarged debts or liabilities, an outstanding court judgement, or you cannot manage loans or debts sensibly.
- You use illegal drugs. Substance misuse tests are carried out before you can join us.
- You do not update us on any changes that have taken place whilst you have been taking part in our recruitment process as it pertains to any new information that was not provided in this stage of the process, i.e. any new criminal, use of illegal drugs, outstanding debts or liabilities to name a few.

EXPECTATIONS IN POLICING

Effect on private life

Being a reserve police officer means that sometimes, in your day-to-day life, you may have to take appropriate actions even when you are off duty. Are you prepared for this?

24 hours and 365 days a year

Being a reserve police officer can involve requests for you being out and about on foot/mobile patrol in all weathers and at all hours of the day or night. However your level of commitment remains under your control.

Standards of dress

Would you be able to put aside your own sense of style and dress and comply with the police uniform and dress code?

Following rules

Could you follow strict rules and authority to carry out the needs of the service?

Fitness

The job can involve strenuous physical activity and it is important to maintain good fitness levels to ensure you can effectively protect yourself and others. Police officers are expected to take part in annual fitness test where they must undertake the fitness (bleep) test to at least Level 5, Shuttle 4.

Do you feel confident about continually maintaining a high level of fitness throughout your career as a reserve police officer?

Dealing with difficult situations

You will have to deal with circumstances or scenes of a difficult or distressing nature e.g. road traffic collisions, child cruelty, sudden deaths.

Could you deal with traumatic and stressful situations with sensitivity and a level head?

Prepared to give evidence in court

Are you prepared to stand up and provide evidence in court?

Using initiative

Do you enjoy working in a team, but also confident about taking the initiative when needed?

Impartiality

Are you sure that no aspect of your life would impact on being able to act with impartiality as a reserve police officer?

Paperwork

Are you able to complete paperwork and meticulously keep detailed records?

NEXT STEPS - APPLICATION AND RECRUITMENT PROCESS

The following information will help you have the best chance of success with your application. It will tell you what you can expect from our recruitment process at each stage.

It can take around six months for people to complete our recruitment process. At each stage, you will be contacted by our recruitment team, who will provide you with more information and support you throughout.

Step 1: Online registration, application, academic and behavioural testing

The first step in process is to complete and submit the application form. This will cover our academic and personal eligibility criteria. You can apply at <https://joinus.bps.bm>

Applicants are required to obtain Criminal Records Check from Police Force/Service from any areas they have resided in within the past ten (10) years. This is required to complete Step 2, of this process.

Once you have successfully completed the application, you will receive an email informing you to complete stage 1 of the assessment, BRP Police Initial Recruitment Test (PIRT)

Once you have received your email and visited the link to complete the PIRT, you will be given further information and instruction regarding how to complete the test.

Once you have read the information, you will then be taken to the test. Upon completion, you will be immediately notified whether you have progressed to the next stage.

Only those applicants who are successful at the PIRT will move onto the Job related Fitness Test (JRFT).

If you have progressed, you will be given information to take stage 2.

For candidates completing stage 2 – Once you have received your email and visited the link to complete the BRP Behavioral Questionnaire Assessment, you will be given further information and instruction regarding how to complete the assessment.

Upon completion of the behavioral questionnaire assessment, you will be immediately notified whether you have progressed to the next stage of the process.

You can expect this stage of the process to take about three weeks.

Step 2: Vetting Requirements

When we receive your application, we will conduct a vetting check, based on the information provided in the Staff Supplemental Vetting (SSV) Questionnaire, the Social Media Vetting form and your Criminal Records Check. You can access these forms on the next page in this section

We will carry out vetting checks. These checks are to make sure we are recruiting reserve police officers who meet our standards of behavior and share our values.

We will share all the information you need about when to submit your information. We will also explain what vetting is, and what it means.

If any information changes, as it pertains to the information you provided in our SSV Questionnaire during the vetting stage of the recruitment process, and you are successful in moving forward to the other steps. You must inform us immediately. Failure to do so would eliminate you from the process.

The length of time this takes can vary. On average, it takes about two months for these checks to be completed.

Step 3: Online Psychological Assessment - Phase 1 and Phase 2

You should complete your online assessment within about two weeks of 'step 1'.

We will share more information with you about the online assessment before you take it. It is made up of one exercise:

Psychological assessment (Phase 1): Gorilla, Police Aptitude Test.

Psychological assessment (Phase 2): online PHQ.

Before you complete your online assessments, we will let you know what technology you need. If you need a reasonable adjustment, or if you cannot access the right technology, you can talk to us about it.

You can expect your results within three weeks of sitting your online assessments.

Step 4: Interview

You should attend your assessment/interview within about three weeks of receiving your online assessment results.

You will be invited to take part in the BRP Recruitment Interview. We will provide more details once you are successful to making it to this stage of the process.

We will share all the information you need to prepare for your assessment/interview including advice on how to get ready for our fitness test.

You can expect your results within three weeks of taking your assessment, depending on personal circumstances.

Step 5: Phase 3 Psychological & Medical Assessment

You should complete phase three of Psychological assessment and Medical within two weeks of receiving your results if you were successful at step 3.

We will share all the information you need for your Psychological assessment/interview with the BPS Psychologist.

We will share all the documents, information you need to complete the medical, which includes X-ray, blood work, eye, dental, drug test etc.

You can expect your results within four weeks of taking Part 3 of Psychological and medical.

Step 6: Acceptance to Reserve Police

Successful applicants will receive their offer of acceptance within two weeks of receiving your results from Step 5.

The offer of acceptance will include the date you are expected to join our RFC

Applicants will be required to respond to the offer of acceptance within 2 days of receipt.

If you have any questions or concerns, contact joinreserves@bps.bm

Please note the timeline listed in this document is an approximate timeline and is subject to change
