



Jersey

STATES OF JERSEY POLICE FORCE (GENERAL PROVISIONS) ORDER 2025

Official Consolidated Version

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Contents

Article

1	Interpretation	3
2	Duties	3
3	Terms and conditions of appointment and management policies	3
4	Appointment.....	4
5	Fingerprints and sample prior to appointment.....	5
6	Fingerprints and sample following appointment	5
7	Probation	5
8	Promotion.....	6
9	Personal records.....	6
10	Uniform and equipment.....	6
11	7
12	Citation and commencement.....	7

ENDNOTES **8**

Table of Legislation History.....	8
Table of Endnote References.....	8



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THE MINISTER FOR JUSTICE AND HOME AFFAIRS, after consulting the States Employment Board, the Jersey Police Authority, the Chief Officer and the association of police officers established under Article 12 of the [States of Jersey Police Force Law 2012](#), makes this Order under Articles 10, 13 and 33 of that Law –

Commencement [[see endnotes](#)]

1 Interpretation

In this Order –

“candidate” means a candidate for appointment to the Force;

“Law” means the [States of Jersey Police Force Law 2012](#);

“probationary period” has the meaning given in Article 4(f);

“sample” means –

- (a) a sample of hair, other than pubic hair, complete with roots;
- (b) saliva; or
- (c) a swab taken from the mouth.

2 Duties

In addition to a police officer’s duties under Article 16 of the Law, a police officer must –

- (a) comply with the standards of professional behaviour set out in Schedule 2 to the [Police \(Complaints and Conduct\) \(Jersey\) Law 2022](#); and
- (b) perform the functions assigned to their rank to the standards expected of that rank.

3 Terms and conditions of appointment and management policies

- (1) The Chief Officer must publish police officers’ terms and conditions of appointment as soon as practicable after they have been determined under Article 11 of the Law.
- (2) The Chief Officer must set Force policies concerning the appointment and management of police officers.
- (3) Before setting those policies, the Chief Officer –

- (a) must consult the association of police officers established under Article 12 of the Law (the “police association”); and
- (b) may consult any of the following –
 - (i) the Minister;
 - (ii) the States Employment Board;
 - (iii) the Police Authority.
- (4) Paragraphs (5) and (6) apply if, following consultation under paragraph (3)(a), the police association objects to a policy that the Chief Officer proposes to set.
- (5) If, after every reasonable effort has been made to resolve the objection, the police association continues to object to the proposed policy, the Chief Officer must refer the objection to the Minister for determination.
- (6) The Minister must –
 - (a) having regard to the nature and extent of the objection, make a determination within a reasonable period that the Minister considers appropriate; and
 - (b) give reasons, in writing, for their determination.
- (7) The policies may include, but are not limited to, the following matters –
 - (a) appointment, performance and promotion;
 - (b) probationary period on appointment, or on rejoining the Force;
 - (c) grievance procedures;
 - (d) sickness and annual leave;
 - (e) the issue, use and return of uniform and equipment provided under Article 9;
 - (f) the use of equipment, including information equipment and information technology systems.
- (8) The Chief Officer must –
 - (a) publish the policies as soon as practicable after they have been set; and
 - (b) keep the policies under review, consult on proposed changes in accordance with this Article, and publish changes resulting from a review.
- (9) The terms and conditions of appointment and policies must be published in a manner that brings them to the attention of candidates, police officers and the public.
- (10) In this Article, “appointment” includes recruitment and selection.

4 Appointment

A candidate must –

- (a) be aged at least 18 years and 6 months;
- (b) have residential and employment status under the [Control of Housing and Work \(Jersey\) Law 2012](#);
- (c) produce satisfactory references as to character;
- (d) be certified medically fit by a doctor;
- (e) pass the Force’s recruitment and selection process including security vetting procedures and the speculative search under Article 5; and
- (f) on appointment, serve a period of probation (“probationary period”) for the period that is specified in their contract of appointment, or as may be provided in the Force probation policy, if any.

5 Fingerprints and sample prior to appointment

- (1) If a candidate is to be offered an appointment, the offer is subject to the following conditions –
 - (a) the candidate must agree, in writing –
 - (i) to have their fingerprints and a sample taken; and
 - (ii) that their fingerprints and the sample may be used for the purposes of a speculative search; and
 - (b) the Chief Officer must be satisfied that the candidate is suitable for appointment following the results of the speculative search.
- (2) Paragraph (1) does not apply to a candidate from another police force in the British Islands.
- (3) If a candidate is appointed to the Force, they are not required to have fingerprints and a sample taken under Article 6, but fingerprints and the sample taken under this Article must be treated in accordance with Article 6.
- (4) In this Article, “speculative search” has the meaning given in Article 1(1) of the [Police Procedures and Criminal Evidence \(Jersey\) Law 2003](#).

6 Fingerprints and sample following appointment

- (1) Every police officer must have their fingerprints taken as directed by the Chief Officer.
- (2) Every police officer, other than a police officer transferred to the Force from another police force in the British Islands, must have a sample taken as directed by the Chief Officer.
- (3) Fingerprints and the sample taken under this Article or Article 5, including information derived from the sample, must be kept separate from fingerprints and the sample taken for other purposes.
- (4) All copies and records of fingerprints and the sample must be destroyed when the police officer leaves the Force.
- (5) If a police officer is transferred to another police force in the British Islands, their fingerprints, sample and information derived from the sample must be transferred to the chief officer, or person of equivalent rank, of that police force.

7 Probation

- (1) At the end of a police officer’s probationary period, or at any time during the probationary period, their appointment may be terminated if the Chief Officer, or their delegate, determines that the police officer is –
 - (a) not suited to perform the duties of a police officer; or
 - (b) not likely to become an efficient and effective member of the Force.
- (2) The Force probation policy may provide for a procedure to enable a police officer to appeal against the determination to terminate their appointment.
- (3) If a police officer’s appointment is terminated, they are entitled to receive 1 month’s notice or 1 month’s pay in lieu of notice.

8 Promotion

- (1) The Chief Officer may promote a police officer if the police officer has successfully completed –
 - (a) their probationary period following appointment or following their rejoining of the Force;
 - (b) knowledge tests or examinations;
 - (c) other promotion processes that may be provided in the Force promotion policy, if any.
- (2) A police officer who has successfully passed a promotion examination while serving in another police force in the British Islands is taken to have passed the equivalent examination for promotion in Jersey.
- (3) A police officer who is promoted to a permanent vacancy in a higher rank is on probation in that rank for 1 year.
- (4) A police officer who is participating in any accelerated promotion scheme operated by the College of Policing for England and Wales –
 - (a) is regarded as competent to perform the duties of a higher rank; and
 - (b) is eligible for promotion to a higher rank.
- (5) If paragraph (4) applies, the Chief Officer may direct that the police officer is promoted to a higher rank even if there is no vacancy at that rank.

9 Personal records

- (1) The Chief Officer must ensure that a personal record is kept of every police officer.
- (2) If a police officer becomes a member of another police force in the British Islands, the Chief Officer must, on request by the chief officer of that other force, or person of equivalent rank, provide them with a copy of the police officer's personal record.
- (3) The personal record must contain the police officer's –
 - (a) place and date of birth;
 - (b) service in any of the armed forces in the British Islands or in another police force in the British Islands;
 - (c) promotions, commendations, rewards and disciplinary sanctions, other than a caution, if any;
 - (d) special or sick leave taken;
 - (e) reason for leaving the Force and the date they left.
- (4) A police officer is, on request, entitled to inspect their personal record.

10 Uniform and equipment

- (1) The Chief Officer must provide every police officer with all articles of uniform and equipment necessary for the performance of their police duties.
- (2) All articles of uniform and equipment issued to a police officer –
 - (a) must be provided free of charge;
 - (b) are for use only by that officer in the performance of their police duties; and
 - (c) must be returned to the Force when no longer required.

11 ¹

12 Citation and commencement

This Order may be cited as the States of Jersey Police Force (General Provisions) Order 2025 and comes into force 7 days after it is made.

ENDNOTES

Table of Legislation History

Legislation	Year and No	Commencement	°Projet No (where applicable)
States of Jersey Police Force (General Provisions) Order 2025	R&O.99/2025	23 December 2025	

°Projets available at statesassembly.gov.je

Table of Endnote References

¹ Article 11 *spent, omitted*