A career in the Police Service is a stimulating and rewarding challenge. Those who take up that challenge have chosen never to look the other way when people are in need and will always be accountable for their actions. It takes a special sort of person to accept that degree of responsibility. If you are one of those people, we would like to hear from you.

In the Sovereign Base Areas Police Service we set high standards for all of our personnel and work very hard to maintain and improve those standards. The people we serve have the right to expect the very best from their police service and it is our duty to live up to their expectations. Our officers have the satisfaction of working within one of the most effective and successful public service organisations in the Sovereign Bases.

The Sovereign Base Areas Police has clearly defined priorities, arrived at in consultation within the communities we serve. Our priority is to create a safe environment in which to live and work. We expect our officers to be able to talk to people, to listen to what they say and to take positive action to address their concerns.

**STATEMENT OF PURPOSE AND VALUES**

**Our Purpose**
In providing a policing service is:-
- To uphold the law
- To keep the Queen’s Peace
- To protect life and property and to help reassure people in need
- To prevent and detect crime
- To contribute to the security of the SBAs
- To operate a professional prison service

**Our Values**
In achieving our purpose, we must at all times strive to:-
- Act within the Law, serving with integrity the ends of justice
- Act fairly, reasonably, with sound judgement, without fear or favour and without prejudice of any kind
- Ensure that the rights of all member of the community particularly the vulnerable are safeguarded
- Be morally and physically courageous
- Treat everybody with respect, honesty and integrity
- Exercise force only when absolutely necessary and then use the minimum force necessary to accomplish our lawful duty
- Respect everybody’s Human Rights
SBA POLICE ESTABLISHMENT

The Sovereign Base Areas (SBAs) comprise those parts of the island of Cyprus which remained under British jurisdiction when in 1960 the Treaty of Establishment created the independent Republic of Cyprus. They include the SBA of Dhekelia in the East and the SBA of Akrotiri in the West of the island. According to the Treaty of Establishment, co-operation with the Republic of Cyprus Authorities and protection of the interests of those residing or working in the SBAs are policy objectives for the Administration of the Areas.

The SBA Police Service was established by virtue of and in accordance with the Treaty of Establishment. The Treaty stipulates that there may be a mixed Greek/Turkish Cypriot workforce. Since 1974 this has only applied in the ESBA (Dhekelia). The service is managed by ranking British and Cypriot Police Officers. A large number of additional Police Officers have been recruited in the last decade reaching a total of 245 to date in both Divisions.

The role of the SBA police is to serve the public by protecting life and property, as well as keeping the peace and upholding the law. The laws applicable to the Cypriot population of the SBA are vastly similar to those of the Republic of Cyprus. The SBA Police has primary jurisdiction over all offences committed in the SBAs irrespective of the nationality of the offender(s).

The SBA Police, professional and courteous in the performance of its duties, has earned the support and co-operation of the public, near and afar. It continues to develop with regard to equipment and training so as to keep up with the increasing needs and demands of a developing society.

DISCRIMINATION AND EQUAL OPPORTUNITIES

The SBA Police is committed to work towards being an equal opportunity employer.

POLICE GENERAL REGULATIONS 2007

QUALIFICATIONS FOR APPOINTMENT AS CONSTABLE

A candidate for appointment to the SBA Police service as a Police Officer:-

(a) shall be a Commonwealth citizen;

(b) shall produce satisfactory references as to character and if he/she has served in any branch of Her Majesty’s Armed Forces, or any civil service
of the Crown, or any office under any Government, or any Police Force, produce satisfactory proof of his good conduct while in such Armed or Police Force, civil service or Government office;

(c) shall have attained the age of 18 years;

(d) shall be certified by a medical officer approved by the Chief Constable to be in good health and fitted both physically and mentally to perform the duties on which he/she will be employed after appointment;

(e) shall satisfy the Chief Constable that he/she is physically fit and sufficiently educated by successfully passing any physical and educational examination as the Chief Constable may direct, in accordance with the relevant policy in the Service in relation to recruitment;

(f) shall give such information as may be required as to his/her previous history of employment or any other matter relating to his/her appointment to the Service.

DISQUALIFICATION FROM APPOINTMENT

No person shall be eligible for appointment as a Police Officer, and the services of a Police Officer may be dispensed with at any time, if without the consent of the Chief Constable:-

(a) he/she carries on any business or holds any other office or employment for hire or gain, or

(b) he/she holds any licence granted in pursuance of any Ordinances in force for the time being relating to the sale of intoxicating liquors or to places of public entertainment in the Area where he/she is serving or seeks appointment, as the case may be, or has any pecuniary interest in any such licence:

PROBATION

The enlistment of a locally engaged Police Officer shall be for an initial period of two years (hereinafter referred to as “the probationary period”) during which the Officer shall be on probation in accordance with the provisions of the relevant policy in the Service in relation to probationary period. The Chief Constable may at any time during the probationary period, discharge any
locally engaged Police Officer who is, in the opinion of the Chief Constable, unlikely to become an efficient Police Officer.

**PROMOTION**

Opportunities for promotion in the SBA Police are available within the context of the Equal Opportunities Policy and can be achieved up to the Rank of Superintendent for all locally employed Officers.

**RESTRICTION ON ACTIVITIES**

No Police Officer shall, without the consent of the Administrator, engage in any employment or office whatsoever other than in accordance with his/her duties as a Police Officer.

Every Police Officer shall be deemed to be on duty at all times and may at any time be detailed for any duty in any part of the Sovereign Base Areas or, in pursuance of arrangements between the appropriate authorities of the Areas and the Republic and subject to the law of the Republic, in any part of the Republic.

A member of the Service shall at all times abstain from any activity which is likely to interfere with the impartial discharge of his/her duties or which is likely to give rise to the impression amongst members of the public that it may so interfere. Police Officers are forbidden to:-

(a) take part in any political propaganda;

(b) interest themselves directly or indirectly in any public electioneering campaign.

Members of the Service who are qualified to vote at any election may freely use their right to vote.

Except in the execution of their duty, members of the Service are forbidden to hold or take part in any procession, demonstration or public meeting unless with the permission of the Chief Constable.

**UNIFORM AND EQUIPMENT**

Uniform and equipment shall be issued free of charge to all members of the Service in accordance with the provisions of the scale of uniform.
MEMBERSHIP OF TRADE UNIONS

A Constable becomes a member of the Police Association on appointment and is not allowed to become a member of a trade union or any body or association affiliated to a trade union.

DISCIPLINE

The SBA Police Service is a disciplined organisation governed by the Police and Prison Officers ( Discipline) Regulations 2013 which provide for disciplinary offences and relevant punishment.

HOURS OF DUTY

The normal daily period of duty is determined by the Chief Constable and the normal weekly period of duty in 40 hours.

PRISON OFFICERS

SBA Police Officers are also tasked with the duties of Prison Officer for manning of Her Majesty's Prison.

FIREARMS

As an SBA Police Officer you will be required to undertake firearms training and carry a weapon as directed.