

# Working in the National Crime Agency

**The National Crime Agency sits at the apex of the law enforcement response to serious and organised crime, setting the national operational agenda for tackling it. We lead operations, provide support to others - locally, regionally, and internationally - and coordinate activity to ensure an efficient and effective law enforcement response, prioritised against the most serious threats and vulnerabilities.**

## **We are leading the UK's fight to cut serious and organised crime**

Intelligence development allows us to build a comprehensive understanding of complex and varied threats such as firearms, child sexual exploitation, people smuggling, drugs trafficking, economic and cyber crime.

## **We pursue serious criminals**

Be they career criminals, professional enablers or those who lurk on the dark web, we will disrupt them and bring offenders to justice.

## **We are proud to protect**

Serving the public and policing by consent. Our education campaigns are helping to prevent criminal behaviour from happening. The public are safer.

## **We work in partnership**

With other law enforcement agencies, government and private and voluntary sectors. We provide an effective response by leading, co-ordinating and supporting operations as well as providing specialist capabilities. We have global reach and work with international agencies to build capacity.

## **We continuously adapt**

In response to the ever changing and increasingly complex nature of serious and organised crime. Through our dynamic approach, pioneering technologies, and by developing our officers, we prepare for the future. Together we are transforming the way we work; building the tools, skills and processes that will ensure we stay ahead.

## **You are at the forefront of all that is new and exciting in international law enforcement**

Working on national and international issues you, your family and friends see in the news.

## **You can have careers in either operational or facilitation roles, fighting cyber, economic and organised crime; drugs; firearms and child sexual exploitation**

and move between these areas as your skills and interests grow.

## **You can develop on the job and manage and expand your career**

Taking advantage of the access to accredited training and experience valued by other areas of law enforcement, the civil service and the private sector.

## **You can work hard, develop, move up, or move on and come back one day**

Getting the full benefit of being at the high end of law enforcement and also part of the wider civil service.

## **You can make a real difference to people's lives in your daily work**

The NCA values and respects the contributions of all our officers and is working towards offering them the best of police and civil service benefits and rewards to foster meaningful and well-rewarded careers.



# Benefits Package

**We motivate and develop our officers and enhance their careers through...**

**Wide-ranging and bespoke, internal and external training opportunities**, for example Mainstream Cyber Crime Training, PIP Accreditation, IPP Accreditation etc

**Access to internal apprenticeships**, for example in Intelligence Analysis, Operational Delivery, Electronic and Engineering and Cyber Security

**Opportunities for overseas postings**

**Offer of secondments**, attachments and placements both within the NCA and other partner agencies

**Promotion and lateral opportunities** both within the NCA and in other partner agencies

**An annual development review** (performance development system)

**We recognise and celebrate officers' contributions and success through...**

**End of year 'exceeded' award** payment to recognise outstanding performance

**Honoraria payments** for one-off pieces of exceptional work

**NCA Long Service and Good Conduct Medals** for all officers who have completed 20 years' service and good conduct within the NCA and precursor agencies

**NCA Director General and Director Commendations** to recognise outstanding operational successes, as well as the courage and professionalism of individual NCA officers

**We pay through...**

**Pay and Reward** review under way

**Allowances** (including London weighting)

**Payments** to compensate working away from normal places of work, shift working and overtime

**Special duty bonus payments**

**We offer enhanced terms and conditions that support work - life balance through...**

**Annual leave entitlement**, starting at 26 days, plus 8 bank holidays, increasing to 31 days after 5 years

**Family-friendly policies** that often exceed statutory minimum including maternity, adoption, shared parental leave and paternity leave

**Special leave** - up to 5 days' paid special leave, plus up to three months' unpaid special leave in a rolling 12-month period

**Sick pay** entitlement which increases with continuous service

**Flexible working** policies eg working from home, compressed hours where operationally possible

**Career break opportunities**

**We provide access to beneficial schemes which support health and wellbeing through...**

**Blue Light Scheme** offering hundreds of high street and online discounts

**Childcare vouchers** (salary sacrifice)

**Cycle to work** (salary sacrifice)

**Season ticket loans** to assist with the purchase of a season ticket for travel on any mode of public transport, also covering car parking

**We offer access to a wide range of Trade Union representation and diversity support through...**

**National Crime Officers Association** (NCOA)

**Public and Commercial Services Union** (PCS)

**FDA**

**Diversity groups** Disability Network Advisory Group, Ethnic Minority Network Support Association, Flexible Working Group, Age Group, Inclusion, Diversity and Equality Group and Gender Group

**We are Civil Service plus offering the key benefits of the wider Civil Service through...**

**Five days paid-for learning and development** each year to facilitate continuous professional development - in reality the NCA provides officers with eight days

**Access to Civil Service Learning** and all its associated resources and opportunities eg Future Leaders/ Senior Leaders Scheme

**Provision of promotion** and lateral opportunities across the whole of the civil service

**Offer of secondments**, attachments and placements across the whole of the civil service

**Participation in the civil service fast stream**

**Reimbursement** of some professional membership subscriptions

**Funding** and paid leave to undertake some professional qualifications

**Provision of paid and unpaid time off** for some training and qualifications

**Support** for officers who are Reservists and special constables

**Civil Service Pension Scheme** - the NCA contributes between 20% - 24.50% of an officer's salary each year, compared to an officer's contribution of 3.80% - 8.05%

**Payroll giving scheme** to make tax efficient donations to charity

**Occupational health service**

**Civil Service Sports Council** (CSSC)

**Civil Service Benevolent Fund**

**Civil Service Awards**