

# HELPING WARWICKSHIRE POLICE AND WEST MERCIA POLICE AUTHORITIES EFFECTIVELY STAFF ACROSS THE REGIONS

## CHALLENGE

Warwickshire Police and West Mercia Police Authorities were unified by a strategic alliance in June 2015 to jointly deliver all policing services across both force areas.

The strategic alliance sought to enable both forces to meet the challenge of reducing policing budgets and provide greater operational and organisational resilience.

For recruitment, the force wanted to achieve a streamlining and overall improvement to the entire recruiting process, from the initial advert to the successful applicant's start date.

## WHAT LED TO THE NEED FOR A NEW SYSTEM?

Warwickshire Police and West Mercia Police wanted a new joint recruitment system that would help it to recruit the best people to join its organisation.

The system had to be robust as the recruitment process is often the first contact that potential employees have with the forces and it was vital that the process ran smoothly and a good impression could be made.

## WHAT DID OLEEO DELIVER?

The forces chose the Oleeo Recruiting Enablement Platform for Police and used the technology to help reshape the recruitment process. Since then, a new recruitment approach has now been launched that streamlines applications all the way from attraction through to on-boarding.

Commended by the Association of Chief Police Officers, the Oleeo Recruiting Enablement Platform for Police is used by over 60% of England and Wales' forces and is the only solution available to use national application forms and make them configurable to the needs of regional recruitment teams to help ensure forces recruit to reflect the communities they serve.

*"Since our 'go-live' date in November 2015, candidates have been asked about their experience with expressive results; 98% of applicants would encourage others to apply, 95% would apply again, and 98% rated the process as excellent, very good or good.*

*"As with any new system, further improvements are being identified and addressed. We are looking forward to continuing our work with WCN to drive further improvements on how we can recruit the best talent to join our organisation smoothly and efficiently."*

**Mukesh Ladwa,**  
Warwickshire Police and West Mercia  
Police Recruitment Manager

**98%**

of applications are now received online

**90**

days is the average amount of days the process of new hires has been reduced by

## RESULTS

Key results identified by  
Warwickshire Police and  
West Mercia Police

The benefits are starting to be felt across the organisation, with reductions in several areas including:

- overall costs to recruit
- higher calibre of applicants
- reduction in time to interviews
- minimised administration duties
- better consistency of approach to hiring.

In addition, the time taken for new hires has been reduced in most cases from the previous timescales of up to 6 months, to an average of 2-3 months.

By maintaining ownership and control of the recruitment processes themselves, the force can build a more manageable and accessible talent pool, which gives a critical competitive edge in the continuous search for new talent for our organisation.



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Warwickshire  
**POLICE**



West Mercia  
**POLICE**

## OLEEO CASE STUDY

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