



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-01546

Keyword: Human Resources

Subject: CAREER DEVELOPMENT OF SENIOR STAFF (cont)

Request and Answer:

Previous request F-2009-00951 refers.

Question

Please can you clarify further;

The question referred to Career Development, please advise what career development PSNI as an organisation consider necessary to provide a staff member to hold a management role in the rank of superintendent;

1 Career development = Personal development provided by PSNI to a staff member to assist career performance and prospects,

2. Senior Management = Superintendent rank,

3. Promotion Prospects = Allow development of skills to assist their prospect of attaining the next rank.

Answer

Further to our previous response dated 12 March 2009; we can advise that there is no formal career plan in place relating to promotion to the rank of Superintendent.

The requirement to progress from Chief Inspector to Superintendent is based on an assessment of how an individual has demonstrated specified levels of competence as laid out in the Integrated Competency Framework. Such assessments are conducted via a formal, structured selection process. Participation in any selection/promotion competition is voluntary.

Individuals are not required to have undertaken any specific career development that is directly correlated to their promotion prospects. It is primarily the personal responsibility of individuals to seek the opportunities that they believe will enhance their development. Any such moves are at the discretion of the Chief Officer Group.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this email.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing FOI@psni.pnn.police.uk

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.