



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-03862

Keyword: Human Resources

Subject: Promotions to Inspector Rank

Request and Answer:

Further to my interim response to your request issued on 19 January 2010, I am now writing to confirm that the Police Service of Northern Ireland has now completed its search for the outstanding information.

Question 5

Can I obtain copies of the minutes relating to official consultations surrounding the changes made to the Police Promotion Regulations? Subsequently clarified as follows, "Official' would refer to any recorded minutes/communications which impacted upon the decision making process surrounding the changes to the Police Promotion Regulations. For example, consultation with the PFNI."

Answer

Please find attached documents which have been subject to the deletion of information for the following reasons;

- When I spoke to you by phone on 15/3/10 you indicated that you were not interested in having names of individuals mentioned in these documents released. I have therefore deleted all names with the exception of Mr Robin Field-Smith and the Chief Constable of the PSNI both of whose names are already in the public domain. These deletions have been marked "Not Relevant to Request"
- The documents contain information other than the information you have requested, i.e., "relating to official consultations surrounding the changes made to the Police Promotion Regulations." This information has also been marked "Not Relevant to Request"
- Further documents have been subject to the deletion of information pursuant to the provisions of Section 21 of the Freedom of Information 2000 (the Act). This information has been marked "F.21"

Section 17 of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and

(c) states (if not otherwise apparent) why the exemption applies.

The following exemption has been applied:

Section 21 Information Reasonably Accessible by Other Means

The documents contain draft copies of The Police Service of Northern Ireland (Promotion) Regulations 2008. The final version of these Regulations have been published and may be located on the Office of Public Sector Information website at the following website address;

http://www.opsi.gov.uk/sr/sr2008/nisr_20080477_en_1

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 letter.

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.

To set an end date for entitlement to promotion under the RUC (Promotion) Regulations 1995

AM
10/11/07

For Decision

1. Purpose:

- To set an end date for entitlement to promotion under the RUC (Promotion) Regulations 1995
- To avoid severely limiting progression / career development for the ranks of sergeant and inspector for a decade
- To create an opportunity for promoting diversity

2. Background:

The review of promotion processes by HMIC recommended a change to the RUC (Promotion) Regulations 1995. The application of the new Regulations would allow PSNI to dictate the number of officers it wished to place onto the promotion list and to determine when these processes are run (rather than on annual basis as is currently the case). The current position of having to list all that pass the eligibility criteria will prevent future promotion opportunities at these ranks (up to 2012 for Inspectors and 2014 for Sergeants).

As well as preventing promotion opportunities for officers, this situation will block a range of diverse groups moving through the ranks (See Annex A).

The Strategic Resource Working Group was set up with an objective to make recommendations on the number of officers at rank ensuring they are fit for purpose (using the MSF management on-costs as a benchmark). The proposals will allow opportunities for promoting diversity over the coming years as well as preventing a block in promotions being established. To achieve this it is imperative that The Police (Promotion) Regulations 2008 (Northern Ireland) are approved and come into effect before the 31st December 2008.

It had been envisaged that the new Regulations would be in place during 2007 prior to officers commencing the 2008 OSPRE process. This did not happen, as NIO did not prioritise the work.

The draft Regulations include transition provisions which allow officers already qualified (and those about to be qualified in November 2008) a defined period to retain their entitlement (to 31

October 2010). After that date those individuals who have not been promoted will have to successfully complete the OSPRE process again.

If there was no such period specified, then individuals would retain the entitlement and there would be no need for promotion competitions until 2012 for Inspectors and 2014 for Sergeants. This would prevent other officers from having the opportunity to compete for a number of years. It is a case of balancing organisational needs and the impact on the individual.

3. Proposal:

Agree on a revoke date set for 31 October 2010

4. Implications:

- Opportunities given to officers on current promotion list and new list in November. ([REDACTED]) Not relevant to Request
- Will allow a new promotion process for Sergeants and Inspectors (under new Regulations) to commence in April 2010 with a Select List being produced in January 2011
- Will prevent a block in promotion competitions.

5. Risk:

The stated proposal is not without risk.

- Not all officers on Select List will be promoted if organisation moves to MSF
- Dissatisfaction amongst those qualified, on the Select List but not promoted by 31 October 2010. This may result in a legal challenge.

Annex A

The current eligible pool for those officers sitting the Part II in November 2008 is as follows:

Service Profile

Service	Con – Serg	Serg – Insp
RUC Service	30%	80%
Post Patten	70%	20%

Gender

Gender	Con – Serg	Serg - Insp
Male	73%	83%
Female	27%	17%

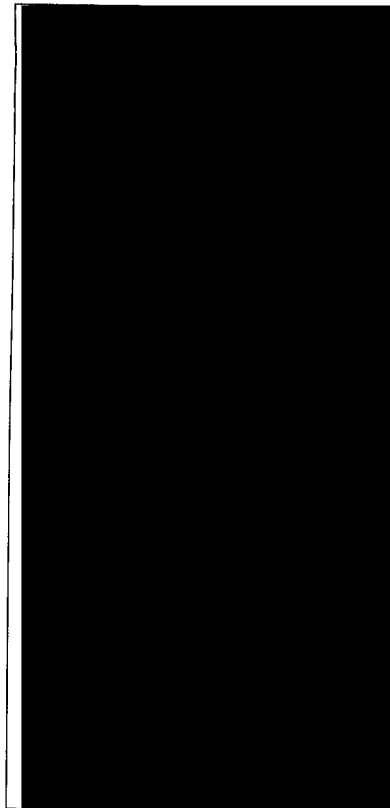
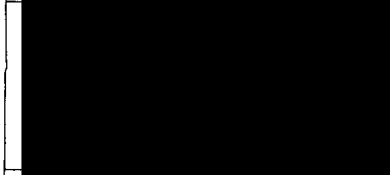


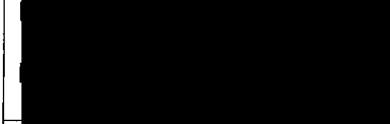
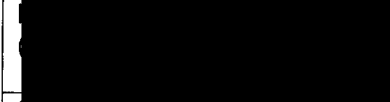
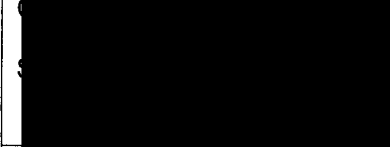
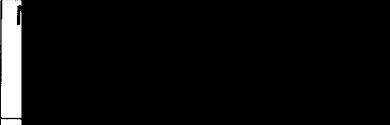

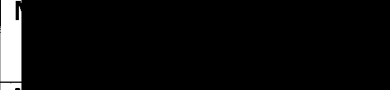
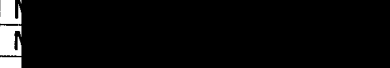
Community Breakdown

Community Breakdown	Con – Serg	Serg - Insp
Protestant	67%	74%
Catholic	32%	24%
Not Determined	1%	2%

**NIO POLICE PROMOTION REGULATIONS 2008
COMMENTS**

<p>Not relevant to Request</p> <p><i>13/08/2008</i></p>	<p>██████████ has no comment to make about the revised regulations Rec: 13/08/2008</p>
	<p>I consulted on this issue within the College. Please find below some queries raised by senior staff: Section 2 - Term 'Examinations Agency' needs clearer definition. Section 2 (c) - Term 'Member' needs clarification as Police Staff Employees are also 'Members' of the PSNI. Section 4(1) - Term 'Probationary Period' needs clearer definition - is it two years from entering the Police College, two years from being appointed a Constable, two years post tutor period or indeed what exact period of time? Section 4(4) - Term 'Police Force' needs qualification as some 'GB Statutory Undertakers e.g. Airport or Parks Police or indeed MOD etc etc all call themselves Police Forces yet their training etc would not be equivalent or suitable for comparison purposes. Paragraph 7 refers to "temporary promotions" but does not specify ranks. In the past we seem to have Acting Sergeants/Inspectors/Chief Inspectors and Temporary Superintendents and Chief Superintendents. Will the legislation remove the "Acting" role and create just "Temporary" promotions? Rec: 20/08/2008</p>
	<p>██████████ - Supt Association are consulted directly by NIO and have responded directly to them. No issues to raise at this time. Rec: 18/08/2008</p>
	<p>Thank you for the opportunity of commenting on Police Promotion Policy Directive and Inspectors & Sergeants Promotion Service Procedure.</p> <p>With regard to temporary promotion I assume the policy will include the PNB agreement that any officer acting up for 56 days should be temporarily promoted from day 57?</p> <p>The PFNI believe that promotion should be based on achieving a standard as opposed to position on a merit list which reflects vacancies within the service. Rec: 21/08/2008</p>
<p>A few comments on the new Regs:</p> <p>Para 1(7) of the Schedule needs to include a clause that the Examinations Board also needs to approve the 'police subjects' - as it currently reads this is the examinations agency and the board - that means well trained Psychologists and Policing Board Members none of whom are police officers dictate what subjects are in/out. In practice this function of Police Officer input and agreement on subject material is done by the moderators on behalf of the examinations board. The schedule does not need to include the detail of moderators functions but we do need a police input into the subjects - I suggest it is an examinations board function to ensure that happens.</p> <p>There seems to be missing from the regulations any provision for how we will include in selection candidates from outside PSNI. It is important that we have a mechanism to appoint laterally or on promotion for other UK forces - a facility that the Chief Constable is keen on. I'm no expert on police regs - perhaps this point may be covered in other legislation/regulations?? Rec: 21/08/2008</p>	

**NIO POLICE PROMOTION REGULATIONS 2008
COMMENTS**

	<p>In relation to the draft copy of the regulations, could the following comments / observations kindly be made:</p> <ol style="list-style-type: none"> 1. Para 4 (1) - How long is the probationary period for constable? Could it possibly be defined at paragraph 6? 2. Para 4 (4) - Perhaps this should indicate more precisely that the probationary service in the other force or constabulary is in the relevant rank. (I.e. as a const, sgt or insp) 3. In relation to Para 8 - one of the Heads of Branch in Crime Op's has identified that the draft regulations would suggest that a HPD officer is required to complete a probationary period at all ranks before promotion - which is sensible. However, at the Reg 2 schedule, para 5(2), there appears something of a conflict in that any HPD constable is able to take the sgt exam. There is definitely a strong argument that the eligibility criteria at para 4 should apply to all whether or not they are HPD. It means that when they are probationers in the various ranks, their focus will be on learning the job. Given the length of the probationary period, it is not a long delay in their progression but will assist in maintaining credibility and operational experience to some degree. 4. Reg 2 schedule, para 2(b), suggests that there will no longer be an automatic second attempt at pt 2 of the qualifying exam. Why not? <p>I trust that the aforementioned comments are useful. Rec: 21/08/2008</p>
	<p> (Police Service Regulations Manager) is taking this forward with a paper going to HRC on 11 Sept.</p> <p>However I am sure that  said he had informed NIO of this timeframe.</p>
	<p align="center">NOT APPLICABLE</p>
	
	
	<p> Diversity) Can you please ensure that the legislation is gender neutral - the assumption that promotion candidates will be male is unacceptable. Item 6., 6(a), 6(b)</p> <p align="right">Rec: 12/08/2008</p>
	<p>Anne, sorry I have no comments. I have worked on them previously so any comments previously given.</p> <p align="right">Rec: 20/08/2008</p>
	
<p>Not relevant to Request</p>	

**NIO POLICE PROMOTION REGULATIONS 2008
COMMENTS**

Not relevant to Request

My comments on the draft regulations are as follows:

1. The covering letter by [REDACTED] contains the rather stark statement "...and will be subject to reduction in rank by the Chief Constable". This should be adjusted to explain that the CC has the power to decide whether a temporarily promoted sergeant or inspector will be confirmed in the rank after a satisfactory probationary period, or reverts to the original rank because s/he is not performing satisfactorily in the higher rank. Para 6 (c) of the regulations explains it better!
2. The regulations make no mention of the Examinations Board, but do mention the Policing Board. I think the rewrite of these regulations should be used to give the examinations board some status (cf. the situation with the PPEB for England and Wales).
3. HPDS – para 8 (4) (a) – it runs counter to all good workforce planning and efficient resource usage to promote someone when there is no vacancy – this **MUST** be revisited
4. Selection Exams – para 1 (1) the plural of syllabus is syllabi !
5. Selection Exams - para 1 (3) – does 2008 refer to the calendar (Jan – Dec), financial (Apr-Mar) or academic (Sep-Aug) year?

Hope this helps – happy to talk any of these points through, but only available 20 Aug, 28 Aug and 1 Sep onwards

Rec: 20/08/2008

**NIO POLICE PROMOTION REGULATIONS 2008
COMMENTS**

Not relevant to Request

Probationary Period

6.

(T1) There is no mention here of what a candidate is required to do during the probation period ie Work based Assessment. Is this being left to Policy Directive or should it form part of the legal framework?

HPDS

8. (a)

(T2) Does this still apply. This was put in place so as not to prejudice general promotion but Accelerated Promotion was externally funded by the Home Office I believe. Under the new scheme that is not the case.

T(3) Is placed at end of HPDS

T(3) I would have thought it necessary to have a section relating to the transferability of officers with other Police promotion Qualifications from other parts of the UK.

What is accepted as equivalent in both Part I and Part II terms.

Is OSPRE[®] or Police promotion Framework (Work Based Assessment) accepted.

If not then opportunities for transfers may be reduced.

If part qualifications are presented there needs to be a legal framework rather than local decisions.

SCHEDULE

1. (4) *held in 2008 (T4) under the 1995 Regulations*

T(4) This may not be the case as candidates may have taken part I in previous years and deferred.

1. (6) (a & b)

(e5) Will need an early steer from PSNI in terms of the likely frequency of the subsequent processes, the means through which the requirement for a process is established, and the lead time that we would be given for a process. E.g. would this operate within the current calendar with years on / off, or are they looking to run these on an ad-hoc basis. Will have considerable implications for our planning.

1. (7) *determined by the examinations agency (e6) from time to time*

(e6) Does this formalise the we will take responsibility for the Part I syllabus? Aware that this has been initially discussed with PSNI, but not yet formalised (see minutes of recent meeting) Would be wary that a decision is reached via legislation, without this aspect of the work being costed, scoped and agreed.

5. (2)

(T7) Should this not say "a constable, during his period of probation and who is participating....." This allows probationary Constables to take Part I earlier and is parallel to the rest of England and Wales.

End of Schedule

(T8) **Schedule 2. (a)** - this indicates that E&A (as examination agency) and the PPEB (as examination board) agree a standard for marking in advance - this doesn't seem to give scope to allow the PSNI to use merit lists as they want to as we are not changing our standard they are just using the result to apply an additional criteria. Obviously we wouldn't want to be agreeing new standards every year to fit with the number of vacancies.

Rec: 21/08/2008

**NIO POLICE PROMOTION REGULATIONS 2008
COMMENTS**

<p style="text-align: center;">Not relevant to Request</p>	<p>The PPEB is also responsible for the ICIDP examination (National Investigators examination).</p> <p>INTERPRETATION "examinations board" – should this read Promotion & Examinations Board.</p> <p>SCHEDULE Selection Examinations</p> <ul style="list-style-type: none">2. (b) should time limit be put in?5. (1) his X 2 (their or the?) or (his/her)6. him X2 (them?) or (him/her)<ul style="list-style-type: none">(a) his (the?) or (his/her)(b) he fails (they fail?) or (he/she fails) <p>EXPLANATORY NOTE Under the 1995 Regulationspromotion to sergeant or Inspector (not of)</p> <p>Double line spacing between Regulation 5 and Regulation 6</p>
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[Redacted]

From: [Redacted]
Sent: 20 August 2008 21:29 **Not relevant to Request**
To: [Redacted]
Subject: RE: 1.NOT PROTECTIVELY MARKED-All Networks:: FW: 2.RESTRICTED:: NIO Regulations
Attachments: CONSULTATION ON THE POLICE (PROMOTION) REGULATIONS (NORTHERN IRELAND) 2008 DOC (2) CE.DOCwith ammends.DOC

[Redacted] please find attached our observations re the proposed changes to the NIO Regulations. These have been inserted as comments on the original documentation.

Hopefully these are self-explanatory.

If you wish to discuss, please don't hesitate to contact me.

Regards

[Redacted]
Head of Examinations and Assessment
National Policing Improvement Agency

Not relevant to Request

From: [Redacted]
Sent: Wednesday, August 20, 2008 1:08 PM **Not relevant to Request**
To: [Redacted]
Subject: 1.NOT PROTECTIVELY MARKED-All Networks:: FW: 2.RESTRICTED:: NIO Regulations

[Redacted]
I am currently collating all replies, please would you advise comments as soon as possible or advise no response.

Thank you

Regards

[Redacted] **Not relevant to Request**
Internal Selection & Promotion
Tel: [Redacted]
Email: [Redacted]

From: [Redacted]
Sent: 08 August 2008 17:26 **Not relevant to Request**
To: [Redacted]
Subject: 2.RESTRICTED:: NIO Regulations



NIO

Policing Policy & Strategy Division

Northern Ireland Office
Policing Policy Division
Block A
Castle Buildings
Belfast BT4 3SG

Not relevant to Request

*highlighted
yellow* Sir Hugh Orde OBE
Chief Constable
PSNI Headquarters
Brooklyn
Knock Road
Belfast
BT5 6LE

29 July 2008

CONSULTATION ON THE POLICE (PROMOTION) REGULATIONS (NORTHERN IRELAND) 2008

I am writing to consult formally with you on the attached set of Regulations which relate to promotion to sergeant and inspector within the PSNI.

The Minister has given his approval that consultation can now be carried out on these draft Regulations and, given the tight deadline for bringing them into operation, has also agreed that consultation should be for a period of six weeks, to try to help the PSNI meet their target date of 1 November. I would be grateful if you could copy them to anyone you feel can contribute to the consultation

Summary

These Regulations will revoke and replace the Royal Ulster Constabulary (Promotion) Regulations 1995.

Under the new 2008 Regulations there will no longer be qualifying examinations, but instead examinations for promotion to sergeant or inspector will form an important tool in the selection process to those ranks.

Newly promoted sergeants and inspectors will be required to serve a probationary period on promotion, and will be subject to reduction in rank by the Chief Constable.

Another change from the 1995 regulations is the removal of promotion by way of service as constable or sergeant in the Fingerprint Branch. This will no longer be a route to promotion.

The new Regulations will also not include a requirement for the Chief Constable to hold a selection process every year, as is currently the case.

The draft Regulations also allow for important transitional arrangements for officers who currently are in the promotion process under the 1995 Regulations, and how the PSNI intend handling those officers.

Given the very tight deadline to which the Minister is working I would be grateful if you would carefully consider these regulations urgently, and raise any concerns or make any comments directly to me as soon as possible, but no later than 10 September.

A copy of the 6th draft Regulations, complete with the schedule and Explanatory Notes that will accompany the regulations, is attached for your urgent consideration, and goes to the Policing Board and Staff Association as required by the Police (Northern Ireland) Act 1998.

Signed



Not relevant to Request

Page(s) 000012, 000013, 000014, 000015, 000016

is(are) exempted pursuant to section(s)

F21

is(are) exempted pursuant to section(s)

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations revoke and replace the Royal Ulster Constabulary (Promotion) Regulations 1995 (S.R. 1995/120) (“the 1995 Regulations”).

Under the 1995 Regulations a constable or sergeant to be qualified for promotion to sergeant or inspector respectively had to obtain a pass in the qualifying examinations for promotion to that rank. Under these Regulations there will no longer be qualifying examinations. Instead examinations for promotion to sergeant or inspector will form part of each selection process. Regulation 3 enables those who are qualified for promotion under the 1995 Regulations to be selected for promotion until 31 August 2009 without undertaking a new selection examination.

Regulation 4 provides that to be qualified for promotion to sergeant a constable must have completed his probationary period and a sergeant, to be qualified for promotion to inspector must have completed his probationary period in the rank of sergeant.

Regulation 5 provides that promotion from one rank to another shall be by selection. Each selection process for promotion to sergeant or inspector shall include a selection examination.

Regulation 6 provides that members promoted to sergeant or inspector must serve a probationary period in the promoted rank. If the Chief Constable considers that a probationary sergeant or inspector is unlikely to perform the duties of the rank satisfactorily he may reduce the rank of member concerned.

Regulation 7 permits the Chief Constable to promote a member temporarily.

Regulation 8 allows members participating in the High Potential Development Scheme to be promoted to the ranks of sergeant, inspector, and chief inspector as soon as the Chief Constable determines that they are competent to carry out the duties of that rank.

The Schedule makes further provision about selection examinations for promotion to sergeant and inspector.

Promotion Regulations 1995 Proposed Changes

Introduction

At the request of the PSNI examination board (PPEB) a review led by Robin Field-Smith MBE MA Chartered FCIPD FCMI, Her Majesty's Inspector of Constabulary (Personnel, Training and Diversity), was conducted between September and November 2005 to review the Police Service of Northern Ireland (PSNI) police promotion processes, up to and including the rank of chief inspector. Some 22 recommendations were produced from this review including the following:

- Stage 3¹ process should be discontinued.
- Any proposed process should take account of the annual performance review (APR), competence in the role and potential to hold rank sought and ensure a link is created between development and the promotion process.

Findings from the review highlight a general consensus amongst stakeholders that Stage 3 is an inappropriate component to the sergeant and inspector promotion process. Upon completion of OSPRE™ Part II (in which a merit list should be created) potential competence for the rank sought should be assessed by the development of a portfolio. Insofar as assessing officers' willingness or potential to achieve competence in the rank sought is concerned, a strong consensus exists for officers to undergo development in their current rank prior to engaging in promotion competitions.

To implement the recommendations in full, a change to the 'RUC' (Promotion) Regulations 1995 is required.

This paper sets out the proposed changes and the rationale behind them:

Proposed Change	Rationale
Title change and reference through-out the regulations of Royal Ulster Constabulary	Operating title of the organisation now Police Service of Northern Ireland
<p><u>Citation and commencement</u></p> <p>Paragraph 2(1) This paragraph to be updated to include revocation of 1995 regulations</p> <p>Paragraph 2(2a) requires the word 'previously' to be added between 'has' and 'passed'</p> <p>Paragraph 2 (2b). The paragraph under this section requires to be changed to state the following " shall be deemed to no longer to have obtained a pass in Part 2 for the purpose of these regulations.</p> <p>Paragraph 2 (3) This is no longer relevant</p> <p>Paragraph 2 (3, 4, & 5) This is no longer relevant</p>	<p>1995 regulations will be updated and therefore they will need to be revoked upon the publication of the new regulations</p> <p>The HMIC recommendations suggest that those officers should not remain in a pool for continual period of time. The current regulations allow for this and as a result some officers have been eligible for up to ten years without ever achieving promotion. The old skills that these officers were tested against are no longer relevant in today's climate. If the old exam is deemed to be no longer relevant then this will remove the issue of officers being qualified for long periods of time.</p> <p>The new regulations will revoke this statement</p> <p>This was only relevant for the introduction of the 1995 regulations to cover qualifying exams prior to this period.</p>

<p>Interpretation</p> <p>Paragraph 3(1) removal of term 'Police Staff College and its meaning</p> <p>Paragraph 3 (1) removal of term 'Qualifying technical examination' and its interpretation</p> <p>Paragraph 3 (1) under examinations agency the 'Police Authority' needs replaced by the Northern Ireland Policing Board</p> <p>Paragraph 3 (1) the word 'the force' needs to be replaced by the word 'the service'</p> <p>Paragraph 3 (1) 'member of the force' should be changed to state 'member of the service'</p> <p>Paragraph 3 (2) this should be removed</p> <p>Paragraph 3 (3) this should be updated</p> <p>Paragraph 3 (4) this requires the following update 'Regulation 8(1) shall be construed as authorising a person's temporary promotion to a particular rank notwithstanding that there is a vacancy in the authorised establishment for that rank beyond a period of two months</p>	<p>This reference will not appear in the new regulations, so no longer require an interpretation</p> <p>No reference will be made to the technical examination in the new regulations, so therefore this interpretation is not required.</p> <p>Police Authority is no longer in existence. The Northern Ireland Policing Board now oversees policing.</p> <p>Within the introduction of the change in name from RUC to PSNI, the organisation is no longer referred to as a 'force' but a 'service'</p> <p>As above</p> <p>This is no longer relevant as it is outdated</p> <p>These regulations are no longer in existence and have been updated. The police promotion regulations should make reference to the appropriate sections of the Police Act 2001</p> <p>This reflects the appropriate change in regulations</p>
<p>Qualifications for Promotion</p> <p>Paragraph 4 (1) remove the words 'save for the provision of paragraph (2)'</p> <p>Paragraph 4 (1b) remove</p> <p>Paragraph 4 (1d) remove</p> <p>Paragraph 4 (2) remove</p> <p>Paragraph 4 (3) remove the words 'save for the provision of paragraph (4)'</p> <p>Paragraph 4 (3b)</p> <p>Paragraph 4 (3b) add new eligibility criteria of the following ' completed</p>	<p>The organisation no longer allows for promotion via fingerprint branch.</p> <p>No longer necessary to have 2 years service. HMIC review recommended the removal of time served as an eligibility criterion.</p> <p>No longer necessary to specify age due to the fact that officers will not be out of their probationary period to approximately this time. Potential age discrimination if this criterion remained.</p> <p>The organisation no longer allows for promotion via fingerprint branch. Branch is civilianised</p> <p>As above</p> <p>No longer necessary to have 2 years service. HMIC review recommended the removal of time served as an eligibility criterion.</p> <p>HMIC review of promotions recommended the introduction of a probationary period for</p>

<p>probationary period'</p> <p>Paragraph 4 (4) remove</p> <p>Paragraph 4 (5) remove</p> <p>Paragraph 4 (6) remove</p> <p>Paragraph 4 (7) this requires amendment to state the following 'Previous service within regulation 5(a) to (c) shall count for the purposes of paragraph 4 (1) and such service of one year in the rank of Sergeant shall count for the purposes of paragraph 4(3) (b).</p> <p>Paragraph 4 (8) this requires amendment to state the following 'Previous service within regulation 5(a) to (c) which constitutes probationary service in the force; service or constabulary in question shall count for the purpose of paragraph 4 (1) (b)</p>	<p>inspectors in a similar fashion as that for sergeants</p> <p>The organisation no longer allows for promotion via fingerprint branch. Branch is civilianised</p> <p>As above</p> <p>As above</p> <p>As above and to account for other previous changes</p> <p>Only two eligibility criteria now exist and thus referring to 4 (1) (b) instead of (c)</p>
<p><u>Recognition of qualifying examinations in other police forces</u></p> <p>Paragraph 5 (1) (a to c) this requires updating</p> <p>Paragraph 5 (1) the paragraph to be amended to state 'is eligible to take the qualifying examinations for promotion in the 'service from Constable to Sergeant or from Sergeant to Inspector</p>	<p>NIO to update according to relevant police act for UK mainland forces, Scotland police forces and Isle of Man Constabulary (and relevant others)</p> <p>As the organisation has removed the third stage (deselector stage) from its promotion process, it requires a mechanism to select officers according to the number required. OSPRE part II process will be the mechanism to do this. As officers outside of PSNI do not sit the same OSPRE process they cannot be compared to PSNI officers sitting the Part II process. Therefore to avoid potential discrimination those officers applying on promotion from outside of PSNI would be required to sit the PSNI OSPRE process</p>

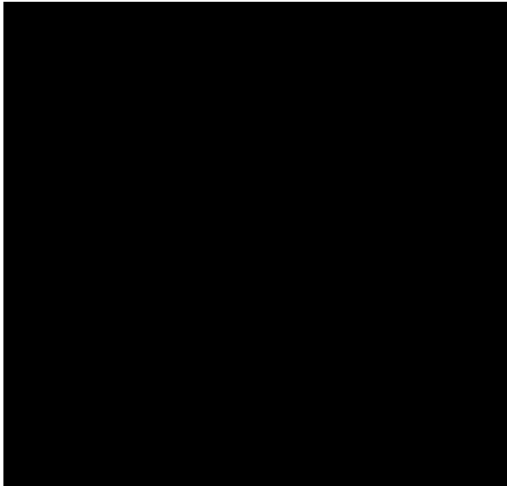
<p><u>Period of Probation</u></p> <p>Paragraph 7(1) this paragraph to be amended to state 'For a constable promoted to Sergeant subject to paragraph (2) a member who is promoted to the ranks of Sergeant shall be on probation in that rank for a period of one year or for such longer period as the chief constable may determine in the circumstances of a particular case</p> <p>Paragraph 7 (2) this paragraph to be amended to state 'The Chief Constable may reduce a Sergeant to the rank of Constable at any time during his/her period probation if the Chief Constable considers that he/she is not likely to satisfactorily perform the duties of a Sergeant</p> <p>Paragraph 7 (3) this paragraph needs to be added 'For a Sergeant promoted to Inspector subject to paragraph (4), a member who is promoted to the rank of Inspector shall be on probation in that rank for a period of one year or for such longer period as the Chief Constable may determine in the circumstances of a particular case</p> <p>Paragraph 7 (4) this paragraph needs to be added 'The Chief Constable may reduce an Inspector to the rank of Sergeant at any time during his period of probation if the Chief Constable considers that he is not likely to satisfactorily perform the duties of an inspector</p> <p>Paragraph 7 (5) this paragraph needs to be added ' Where the Chief Constable has for the purpose of 7 (2) or 7 (4) reduced a member in rank, the Constable or Sergeant must obtain a new pass in said qualifying examinations to be again eligible for promotion</p>	<p>As the HMIC recommended the introduction of a probationary period for inspectors as well as sergeants this section needs to be split to reflect both ranks.</p> <p>As above.</p> <p>This insertion is required due to the HMIC recommendation of introducing a probationary period for inspectors.</p> <p>As above</p> <p>Due to the HMIC recommendation to remove the internal Stage 3 promotion for the ranks of Sergeant and Inspector, The qualifying exam (OSPRE Part II) will not be used as a means of selecting officers. This qualifying exam has a lifespan and officers are not allowed to hold it indefinitely due to changes in law, procedures and policies. Thus the requirement for demoted officers to re-take the qualifying exam</p>
<p><u>Temporary Promotion</u></p> <p>Paragraph 8 (1) this paragraph to be amended to state 'a member who is required to perform the duties of a higher rank may be promoted thereto provided his/she is selected by the Chief Constable. This temporary promotion in itself confers no right to the member to be considered for a permanent promotion to that higher rank. The Chief Constable may in the first instance use the criteria under regulation 4.</p>	<p>This needs to be amended as the regulation states that those who hold the qualifying exam should only be appointed on a 'temporary' basis. This may restrict the organisation, as numbers may be limited in terms of those who hold the qualifying exam.</p>

<p><u>High Potential Development Scheme</u> This is currently being revised by the Home Office, so wording should reflect their changes to the scheme</p>	
<p><u>Schedule 1 – Qualifying Examinations</u> Paragraph 1 (3) paragraph to be amended to state 'There shall be held only where required on the direction of the Chief Constable each year</p> <p>Paragraph 1 (4) this should be amended to state the following 'In this paragraph police subjects mean those as outlined in the Syllabus produced by the examinations agency</p> <p>Paragraph 4 (c) the word in this sentence should say 'service' not 'force'</p> <p>Paragraph 5 (1) should be amended to read ' subject to paragraph (3), a constable who will on the date the examination is held in any year have completed his/her probationary period will be eligible to take Part 1 of the qualifying examination to the rank of sergeant and a sergeant who will on the date the examination is held in any year have completed his/her probationary period will be eligible to take Part 1 of the qualifying examination to the rank of inspector.</p> <p>Paragraph 5(3) this should be amended to read ' a member of any other police force or constabulary specified in regulation 5 is eligible to take Part 1 of the qualifying examination for promotion to the rank in question. Part 1 qualifying exams obtained in other police force or constabulary cannot be used</p> <p>Paragraph 7 this is a new insertion and should read ' where a member was not selected for promotion in Part 2 examination he/she will be required to re-sit and pass Part 2 before being eligible for promotion</p> <p>Paragraph 8 this is a new insertion and should read 'where a member has been</p>	<p>The regulations current state that OSPRE must run on an annual basis. This creates a pool of officers that the organisation is unable to promote due to having more numbers than vacancies. As the HMIC have recommended a move to OSPRE part II being used as the de-selector the organisation do not want to be in a position where they have to run a process on an annual basis is only a small number of officers are required. This is not cost effective and will become an issue especially when the severance programme finishes.</p> <p>To publish the actual subject ties the organisation to running a process on the actual subjects mentioned. This will not allow for any changes to the examination.</p> <p>PSNI is now referred to as a service</p> <p>This amendment is required due to the introduction of probationary period for inspectors</p> <p>This insertion is required in order to ensure that an officer registers for the examinations in one site and cannot split the two exams between the England and Wales syllabus and the PSNI syllabus.</p> <p>As the Part 2 examination is now being used to match the number of officers selected for promotion and the vacancies some officers may achieve a 'pass' score but have not achieved a place within the order of merit that falls within the number of vacancies required. Thus they would have to re-sit the Part 2 examination</p> <p>The regulations did not cover those officers who had been demoted in terms of their qualifications.</p>

reduced in rank, for whatever reason, once eligible the member must re-sit and pass both Part 1 and Part 2 before being eligible for promotion to the rank in question	Again this is introduced to prevent officers sitting in an eligible pool for some time without the re-assessment of their skills
Schedule 2 Remove	Promotion is no longer possible via this means

**PSNI
EXAMINATIONS BOARD MEETING
[REDACTED] @ 10.00am
CONFERENCE ROOM, LISNASHARRAGH**

Attendees:

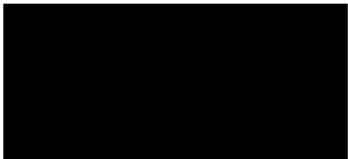


Chairperson
Occupational Psychologist - Observer
TED Representative
HMIT – Observer
Deputy Director of HR
Police Federation of Northern Ireland
Representative for ACC
Centrex – Observer
Northern Ireland Office - Observer
Superintendents Association
Police Appointments and Postings

Secretary to the Board

Not relevant to Request

Apologies:

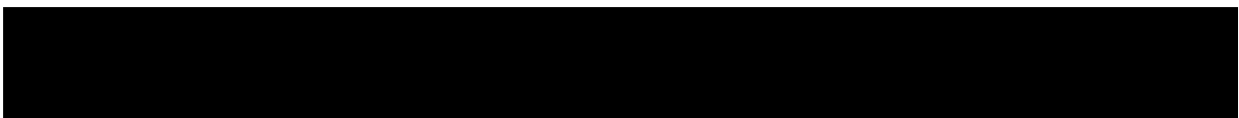


(Represented)

Northern Ireland Policing Board
Northern Ireland Policing Board
Representative for ACC
Director of HR

Not relevant to Request

1. MINUTES



Not relevant to Request

2. MATTERS ARISING

2.1. Update: Review of Promotion Policy

2.1.1. Version 7 of the Promotion Policy was issued to the Board for ratification. All members of the Board discussed the document in

some detail, recommending a number of changes to the draft document. It was agreed that the document would be amended and version 8 would be issued to all Board members. Following this the document would be subject to an Equality Impact Assessment and subsequently published. Finally the Board wished to thank [REDACTED] [REDACTED] for all of the work carried out on this document.

Not relevant to Request



Not relevant to Request

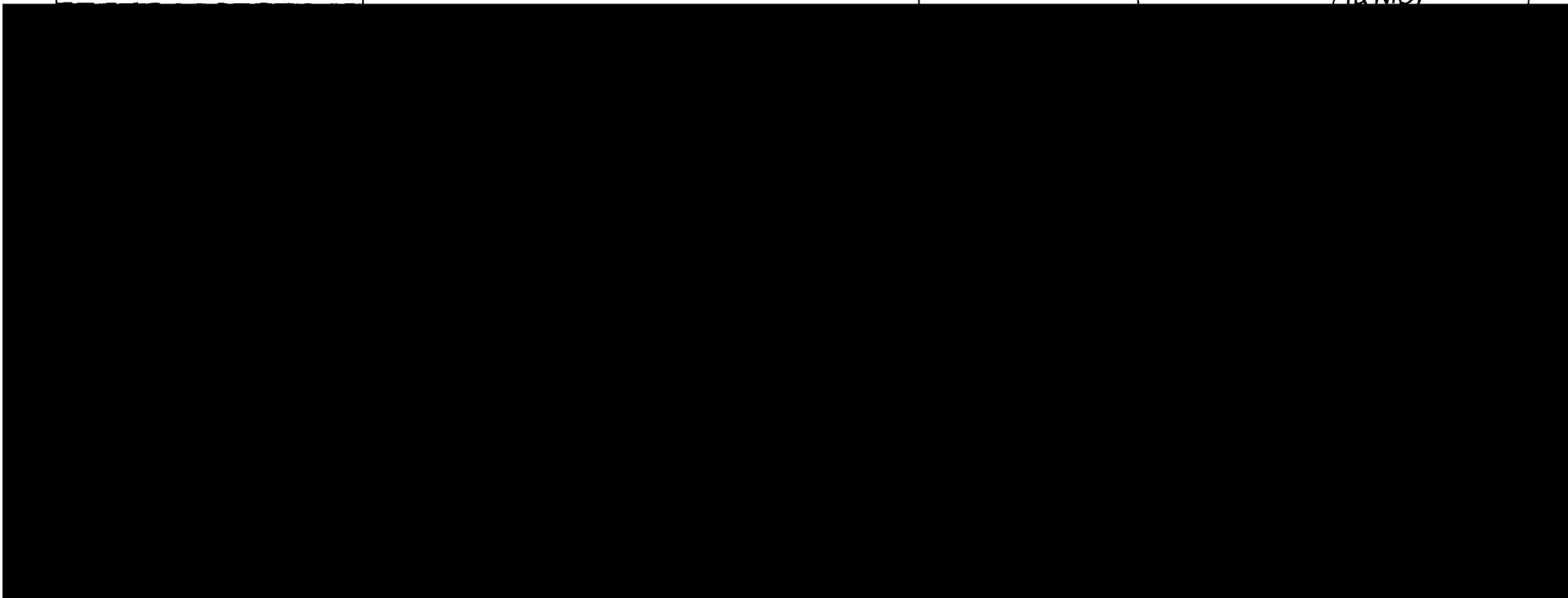
2.3.2. [REDACTED] also stated that the NIP would be [REDACTED] to [REDACTED] with regard to [REDACTED] to ensure that they are made [REDACTED]. These regulatory changes would reflect the position in England and Wales. Mr Field-Smith stated that there may be a requirement to change the regulations for England and Wales in order to establish some equity with Northern Ireland.

Page(s) 000026, 000027, 000028, 000029

is(are) not relevant

HMIC Review of Promotions – Implementation Plan

Deliverable Not relevant to Request	Issues for consideration	Project Start Date	Delivery Date	Person Responsible
2. Police Promotion Regulations	1. Changes to regulations in policy format 2. Options paper (in lieu of regs) for circulation to stakeholders 3. Approval by Stakeholders (PPEB, APT working group & sub group, federation) 4. Policy sent to NIO	9 Feb 07 9 Feb 07 19 Feb 07 26 March 07	16 Feb 07 16 Feb 07 23 March 07 29 August 08	(& NIO)



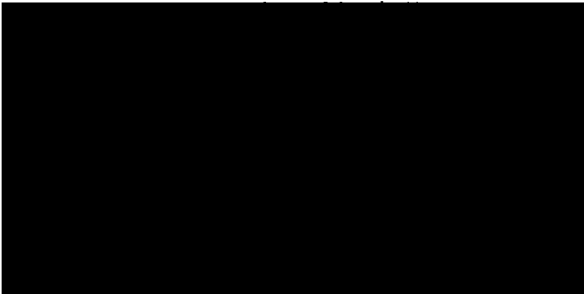
Not relevant to Request

Page(s) 000031

is(are) not relevant

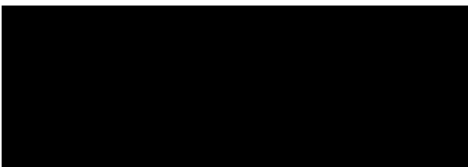
**Minutes of Promotion Policy Sub Group
Thursday 23 November 2006**

Present:

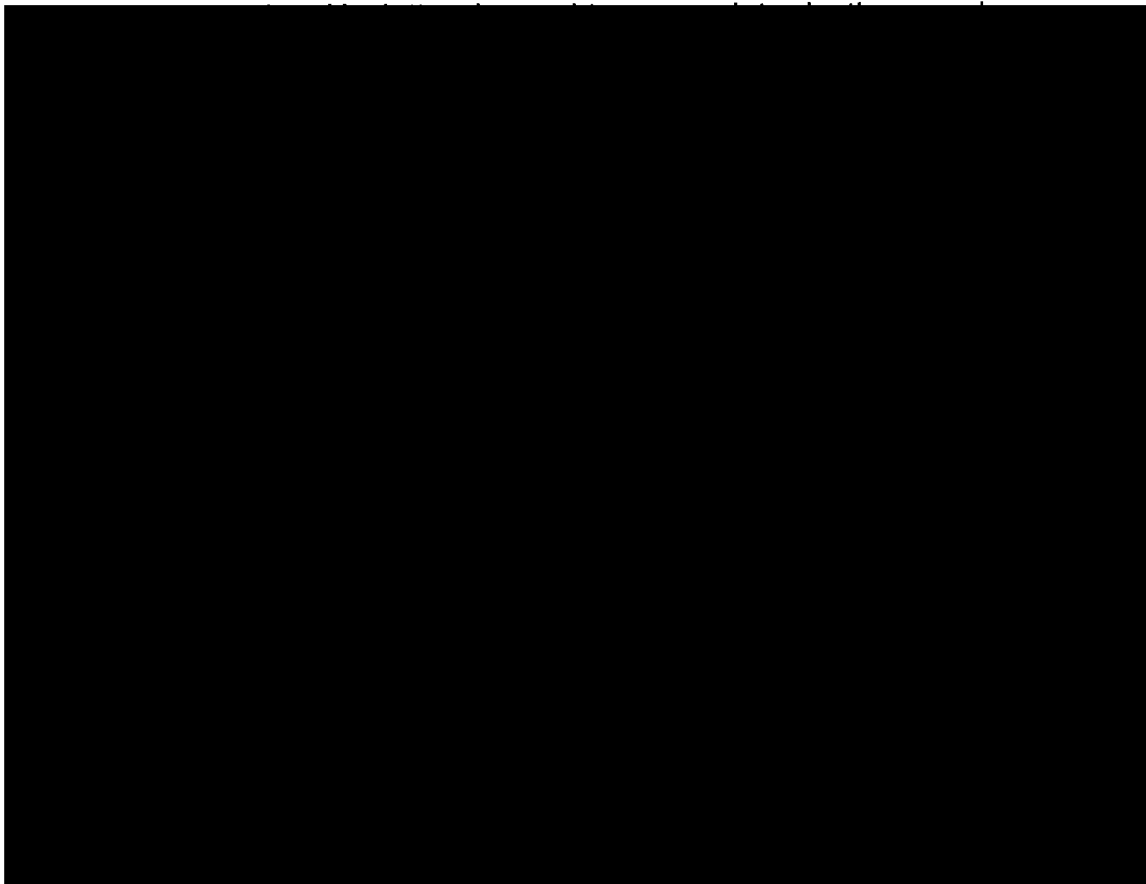


Not relevant to Request

Apologies:



Not relevant to Request



Not relevant to Request

Page(s) 000033

is(are) not relevant

Recommendation 10

Probationary Period for Inspectors – Change to Police Regulations

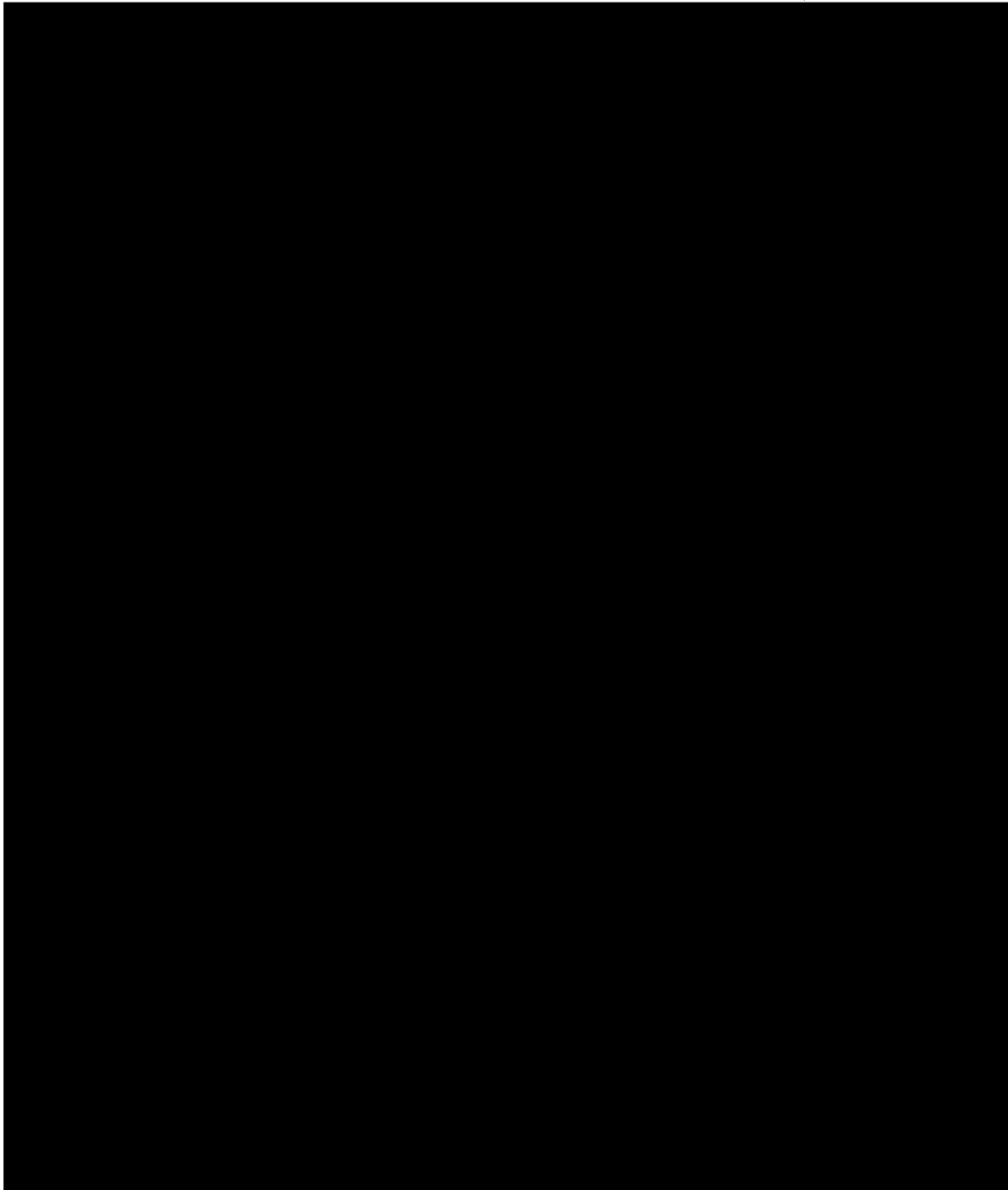
There is a need to amend several of the existing Police Promotion Regulations (1995), as they will no longer reflect the current and future promotion process.

Chief Inspector [REDACTED] will draft new regulations.

Requirement to consult with Superintendent [REDACTED] in relation to the work force modernization model.

Action: [REDACTED]

Not relevant to Request



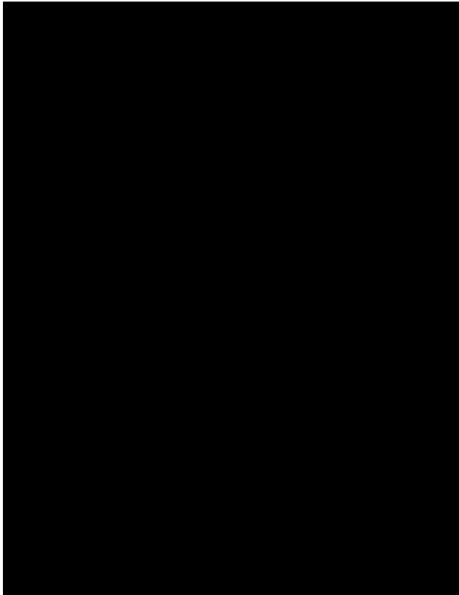
Not relevant to Request

Page(s) 000035, 000036

is(are) not relevant

**PSNI EXAMINATIONS BOARD MEETING
26th JUNE 2008 @ 2.00pm
CONFERENCE ROOM, LISNASHARRAGH**

Attendees:

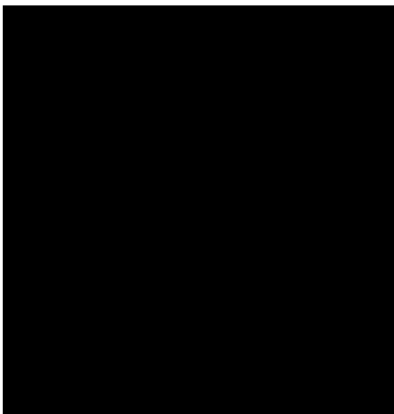


Not relevant to Request

Chairperson
Deputy Director of HR - PSNI
Principal Occupational Psychologist –
Observer - PSNI
Police Federation of Northern Ireland
- PSNI
HR Planning & Appointments –
Observer - PSNI
Representative for ACC - PSNI
Diversity Unit – Observer - PSNI
NPIA – Observer
Northern Ireland Office
Skills for Justice - Observer

Secretary to the Board

Apologies:



Not relevant to Request

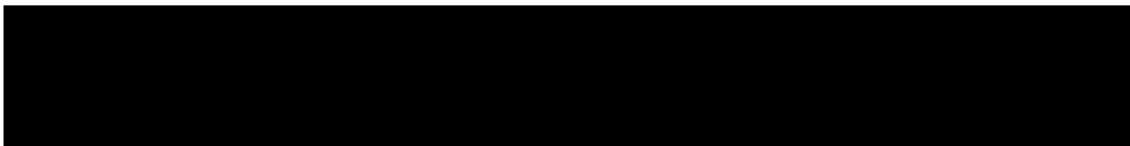
Copy to:

Director of HR - PSNI
TED Representative - PSNI
Supts Association - PSNI
Chief Moderator - PSNI
Employment Lawyer – PSNI
HMIC – Observer
NPIA – Observer
PSNI – Equality & Diversity -
Observer
HR Planning & Appointments
TED Representative



Not relevant to Request

NI Policing Board
Head of Training



Not relevant to Request

Not relevant to Request

[REDACTED]

- 1.2 Using benchmark data and scenario planning [REDACTED] **Not relevant to Request** provided a presentation to the group on the impact of rank ratios on recruitment, promotions and management on-costs. He outlined the implications arising therefrom on the current requirement to hold annual promotion competitions for the ranks of Sergeant and Inspector and the current work-in-progress in relation to the review of Police Regulations.

Not relevant to Request [REDACTED] referred to having previously presented to the Personnel Finance and Training committee and reported that [REDACTED] has recently established a Working Group to focus on this area and stimulate debate; however, it was already evident that 'doing nothing' would not be an acceptable option.

[REDACTED]

Not relevant to Request

Not relevant to Request [REDACTED] – the implications for the annual promotion competitions for Sergeant and Inspector ranks and any concomitant changes needed to the regulations.

[REDACTED]

Not relevant to Request

Not relevant to Request [REDACTED] – outlined the progress being made, along with tentative timescales, for the re-drafting of the Police Regulations and the differences of opinions as to their required degree of specificity to facilitate and satisfy the legislative drafters.

The Board re-iterated the need for a timely resolution to the outstanding issues in order to finalise the regulations prior to the November deadline.

Not relevant to Request [REDACTED] reaffirmed his commitment to meet the deadline and to provide an update .

ACTION: Update on Regulations

[REDACTED] offered a meeting if this would assist.

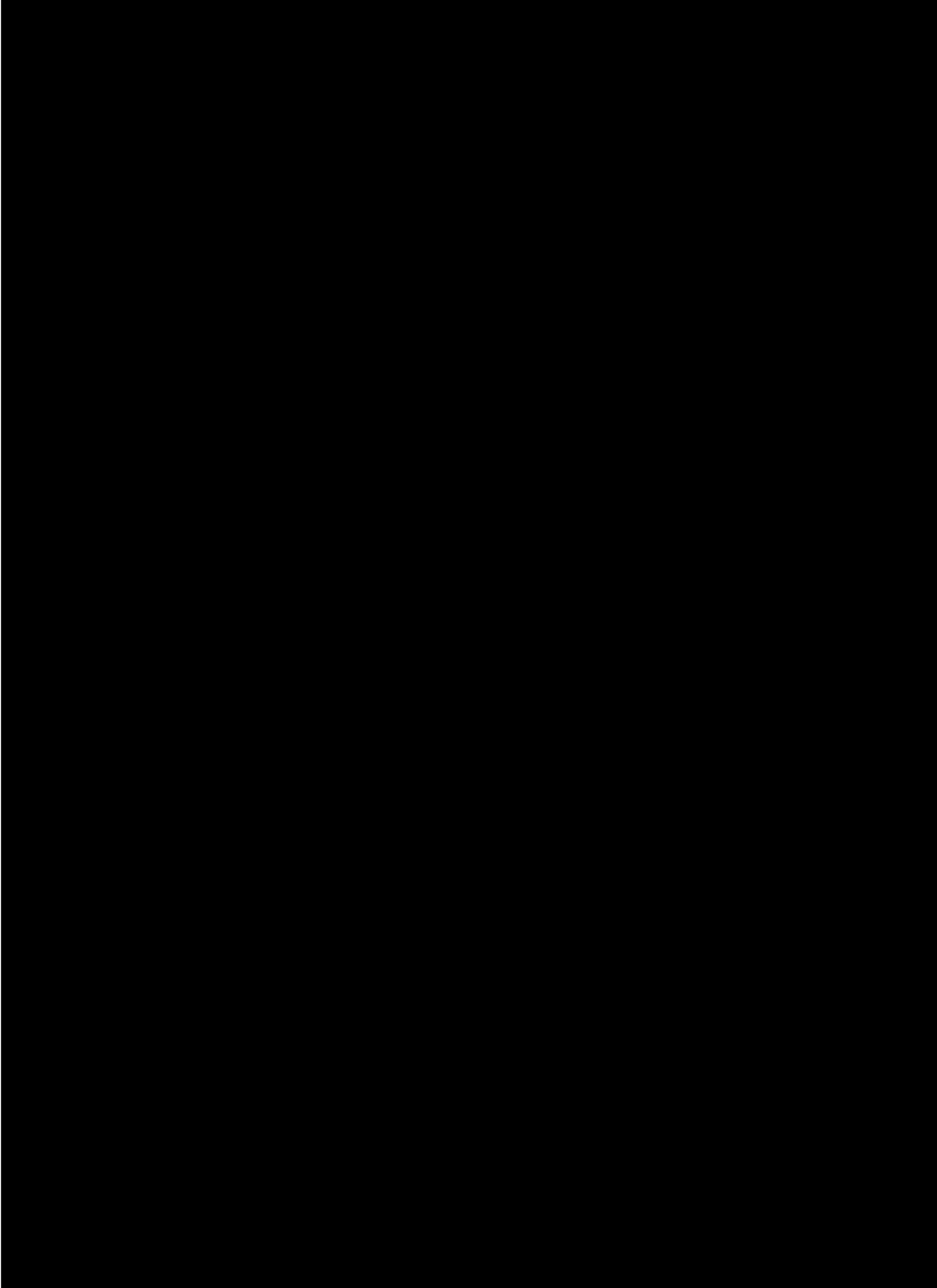
Not relevant to Request

ACTION: NIO to advise if a meeting is required

Not relevant to Request [REDACTED] said that he would report back to the NIO that there was dissatisfaction from the PSNI.

Not relevant to Request [REDACTED] left the meeting at 3pm.

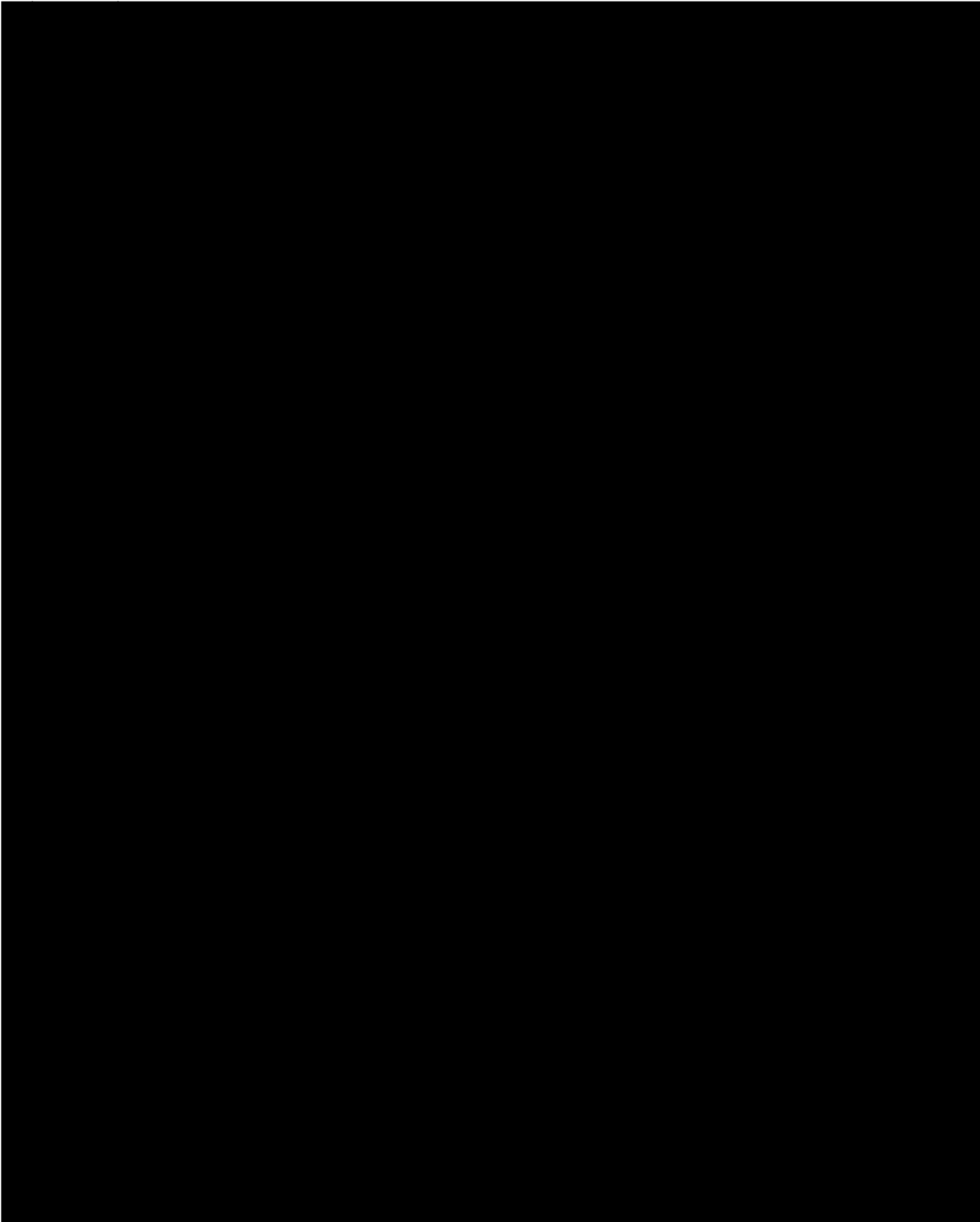
Not relevant to Request



Page(s) 000040, 000041, 000042, 000043, 000044

is(are) not relevant

Changes to promotion processes to the rank of Sergeant and Inspector



Not relevant to Request

Police Promotion Regulations

The change in the promotion regulations will also result in the following statute changes:

- The qualifying exams (i.e. OSPRE[®] Parts I and II) shall take place only when required on the direction of the Chief Constable (and not on an annual basis as is the current case)
- A change in statute for those officers applying on promotion from other force
- An introduction of a 'currency' to the Part II examination meaning there will be no ability to retain the OSPRE[®] Part II examination (or old technical qualifications) for any future promotion process.

Not relevant to Re

000045

Page(s) 000046

is(are) not relevant