

Subject: FW: Sergeants and Inspectors Promotion Processes OFFICIAL [PSNI ONLY]:

From: TODD Alan
Sent: 16 January 2019 14:28
To: [REDACTED]@psni.pnn.police.uk>; [REDACTED]
Cc: [REDACTED]
Subject: RE: Sergeants and Inspectors Promotion Processes OFFICIAL [PSNI ONLY]:

This e-mail has been marked as OFFICIAL [PSNI ONLY]:

[REDACTED]

Agreed.

[REDACTED]...if you also agree...might be worth at SET on Friday ahead of Comms.

Alan

Sent with BlackBerry Work
(www.blackberry.com)

From: [REDACTED]@psni.pnn.police.uk>
Date: Wednesday, 16 Jan 2019, 12:03
To: [REDACTED]@psni.pnn.police.uk>, TODD Alan <alan.todd@psni.pnn.police.uk>
Cc: [REDACTED]
Subject: OFFICIAL [PSNI ONLY]: Sergeants and Inspectors Promotion Processes

This e-mail has been marked OFFICIAL [PSNI ONLY]

[REDACTED]/Alan

Please see attached promotion forecast document which has been prepared by workforce planning. This has been developed to assist in setting the required level of top performing for both the Sergeant and Inspectors exams.

Currently we have **311** registered for the Inspectors Exam and **1662** registered for the Sergeants exam. We need to communicate to those registered in the Sergeants by next Monday at the latest to establish where the cut of will be re top performing and within a further 2 weeks for the Inspectors.

As there is reasonable filter in place i.e. the exam a two times multiplier is deemed a reasonable approach.

The numbers outlined are based on a number of assumptions for example:

- Brexit allocations have been applied pro rata
- All pull through at rank will happen
- Impact on DPC change not factored in

Additional considerations are:

- Ensuring the process is manageable
- Need to clearly manage expectations of participants
- That there is an intention to re-run both processes in 2020

Recommendation

Taking account of the projected need for the next two years I would recommend for this process that we apply the following:

s.F40
s.F40(2)
s.F40(2)(a)
s.F40(2)(b)
s.F40(3)(A)
s.F40(3)(A)(a)

s.F40
s.F40(2)
s.F40(2)(a)
s.F40(2)(b)
s.F40(3)(A)
s.F40(3)(A)(a)

Inspectors – top scoring 200 who reach the minimum standard will be progressed to stage 3 aiming for a list of circa 100 this year

Sergeants – top scoring 400 who reach the minimum standard will be progressed to stage 3 aiming for a list of circa 200 this year

The success rates last time were Inspectors 37% success and Sergeants 60% however there was an presentation in the Inspectors which has been removed and the Sergeants were sifted before interview which is not happening this time so this will impact on the overall outcome which should level out at circa 50% for each

If you are both content I will brief the PFNI and then draft up relevant communications to the respective candidate pools.

Happy to discuss.

[Redacted]

HR Department

[Redacted]

- s.F40
- s.F40(2)
- s.F40(2)(a)
- s.F40(2)(b)
- s.F40(3)(A)
- s.F40(3)(A)(a)