

Promotion Processes

A Report by the Acting Chief Constable

SUMMARY

This report provides information on the current promotion processes currently in use by the Constabulary, as requested by this Committee on 27 February 2006.

RECOMMENDATION

That this report be noted.

DETAIL

Constable to Sergeant and Sergeant to Inspector

Currently Centrex (Central Police Training and Development Authority) and ACPO are reviewing the future structure of the Police Promotion Examination process.

Centrex administers a promotion examination process known as OPSRE (Objective Structured Performance Related Examination).

OSPRE has been used nationally since 1991 as the primary means through which Police Officers in England and Wales are assessed to gain promotion to the rank of Sergeant or Inspector.

The primary purpose of the process is to identify those officers who have the potential to perform effectively at the next rank.

The current OSPRE system is designed in two interrelated parts:

- Part 1: A three-hour multiple choice question paper test on knowledge of law and procedure relevant to the rank of Sergeant or Inspector.
- Part II: An Assessment Centre comprising seven five-minute role acted work sample exercises.

If candidates are successful in the Part I examination they are eligible to attend Part II Work Sample Assessment Centre procedure.

Candidates must pass Part I and Part II before being considered for a substantive promotion.

Cumbria is in the fortunate situation whereby for both Sergeants and Inspectors we have more officers qualified than potential promotions. It is therefore necessary to run an annual Assessment Centre to establish a pool of officers to match our identified requirements in each rank.

Officers successful at assessment are listed in order of achievement and are offered promotions as they arise, or can apply for advertised specialist posts in the next rank.

Since 2002 we have used an assessment exercise similar to OSPRE Part II, facilitated by West Yorkshire Police. This facility is no longer available to the Constabulary and we are currently investigating alternative models.

Inspector and above

There is no national examination for promotion above the rank of Inspector.

Promotions in this category are more restricted; therefore selection processes are initiated as necessary to identify candidates for specific positions or a pool of officers to fill vacancies that may arise in the short/medium term.

The current process is:

- Written competency based application.
- Presentation.
- Chief Officer interview.

The stages are assessed independently and the scores combined.

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Acting Chief Constable