

National Police Promotion Framework

60 Second Briefing

What is the National Police Promotion Framework?

The National Police Promotion Framework will impact on the promotion of officers to sergeant and inspector.

Ten forces are trialing the National Police Promotion Framework in a new two year trial that began in April 2009. Seven of these forces have been trialing an alternative promotion process since 2004.

Since the new trial of the licensed National Police Promotion Framework was announced, the NPIA and the trial forces have been working together to ensure successful adoption, and forces are now working towards interim and confirmed licenses to operate the framework.

The NPIA and other stakeholders are evaluating the new trial, taking advantage of noteworthy practices and ensuring that other forces are aware of the framework and of the positive benefits that it can bring to their force.

How does it work?

The National Police Promotion Framework is a four step process which is set out below:

Step one – Suitability

Candidates must have completed probation and be competent in their current rank as assessed through the Performance Development Review.

Step two – Legal examination (OSPRES® Part I exam)

Candidates must demonstrate the appropriate legal knowledge relevant to the rank applied to.

Step three – Assessment against rank specific competencies and matching to vacancies

Candidates must demonstrate potential against the full range of required competencies.

Step four – Temporary promotion and work-based assessment

Candidates are provided with an opportunity to demonstrate competence in the relevant rank aspired to over a period of at least 12 months.





What are the benefits for my force?

There are some significant benefits to forces adopting the National Police Promotion Framework:

- The framework has been designed with a greater emphasis on managerial ownership and input.
- Forces will have greater control and choice with regard to the flow of officer numbers into their promotion pools.
- The Framework can be implemented to suit the needs of the force while national standards are achieved through the licensing system.
- A new data capture process allows a force to monitor its candidates going through the four steps, and quickly identify and rectify any issues of concern.
- Officers will be supported throughout the promotion process and, in particular, during the first 12 months of temporary promotion. There is a real emphasis on creating

a learning and development environment for the supervisor to instill confidence and increase capability in their new rank.

- The emphasis during step four of the new process (work-based assessment) is on actual performance in the workplace after being temporarily promoted to the rank. Following 12 months of work-based assessment, the candidate should be qualified for promotion and then substantively promoted.
- Feedback shows that newly promoted supervisors feel supported and developed during the period of work-based assessments, making them more confident and able in their new roles.

What is happening now?

- The three new police forces joining the trial are testing the initial stages of the robust licensing system for a new force joining the National Police Promotions Framework. The new

forces will also allow additional information to be obtained around costs and data capture systems.

- The trial is seeking to clearly demonstrate high standards with regards to equality of opportunity and diversity.
- The trial will seek to demonstrate that there are national standards across forces involved in the trial, while allowing flexibility to forces to take account of their individual circumstances.
- The trial will focus on reducing the bureaucratic burden for forces, candidates and assessors.
- As the trial continues, there will be work to undertake a holistic review of the promotion of police officers, led by the National College of Police Leadership.
- The NPPIA will continue consulting and working closely with other stakeholders and forces throughout the trial. A report on the trial will be considered by the Police Promotion Examinations Board at the conclusion of the trial.

For further information on the National Policing Promotion Framework visit the website: www.npia.police.uk/promotions

If you have any further questions, please contact Ian Barry, Police Promotions Manager: ian.barry@npia.pnn.police.uk