



Policy Title Career Pathways and Posting - Police Officers

Date November 2012

1.0 Rationale

1.1 Thames Valley Police is committed to developing a skilled and flexible workforce, seeking to balance individual aspirations with organisational need. This policy is part of the means of achieving this.

1.2 This policy is intended to make the most of officers' talents and support the aim of workforce modernisation to build a workforce mix that has the right person, with the right skills performing the right job.

1.3 It balances:

- Organisational *and* individual needs
- Provision and cost of training *and* return on investment
- Retention of experience *and* new career development opportunities Operational resilience and flexibility *and* limited selection options Stability *and* rotation

2.0 Intention

2.1 This policy is intended to:

- Improve performance delivery through effective resource management
- Ensure that officers are deployed efficiently and effectively to support both the corporate needs of the force and the delivery of policing services at a local level
- Improve retention
- Ensure that opportunities are provided to meet the needs of officers in terms of career development or location of posting
- Improve succession planning
- Provide a framework for the fair and consistent management of police officer postings

3.0 General Principles

3.1 This policy applies to all police officers up to and including the rank of Chief Superintendent, including student officers, transferees, re-joining officers, and those returning from secondments and career breaks.

NOT PROTECTIVELY MARKED

3.2 This policy does not apply to any members of police staff, PCSOs, special constables or volunteers.

3.3 It applies to initial postings and transfers between and within LPAs, OCUs and departments. The policy also applies to applications for posts and postings on promotion.

3.4 Postings will generally only be into vacant posts.

3.5 Officers will not be posted in excess of 20 crow miles of their home address, unless certain exemptions apply (see Appendix A for details).

3.6 Postings will be arranged by the Human Resources Business Partner for the relevant LPA, OCU, or department or by the HR Resourcing Officer at Headquarters.

3.7 All postings for chief inspectors and above will be determined by the force Senior Appointments Board (SAB).

3.8 The policy sets out posts that have a minimum tenure, unless exceptional circumstances apply.

3.9 There are four main career pathways (see appendix B):

- Police operations
- Community and safety
- Intelligence
- Investigation

3.10 Lateral development and promotion may occur within career pathways and specialist units within those pathways.

4.0 Guidance, Procedure and Tactics

4.1 Posting process

4.1.1 Individuals involved in the posting process have a responsibility to ensure that their actions support the intent and requirements set out in this policy. All officers covered by the scope of this policy should be aware of the policy and how to access it.

4.1.2 Details of the procedures to be followed when posting officers can be found in Appendix A - Standard Operating Procedure for Posting Police Officers.

4.2 Appointment duration

4.2.1 There is an expectation that officers will normally remain in post for two years to gain experience, deliver performance and provide a return on training investment.

4.2.2 Officers can change post at any time if they are being posted or

NOT PROTECTIVELY MARKED

promoted within a career pathway that makes use of their experience and

NOT PROTECTIVELY MARKED

training (e.g. posting from Protection Group to Tactical Firearms Group). This is dependent on them having successfully completed any mandatory training for their current role. If changing post while subject to Work Based Assessment, the new post must allow the officer to evidence the range of competencies specified in the relevant Qualification and Credit Framework (QCF) units for the rank.

4.2.3 Some critical posts will be for a minimum of eighteen months or two years unless the post holder is promoted or exceptional circumstances apply (see Appendix C).

4.2.4 Where posts contain functions that could increase health and safety risks beyond those associated with conventional policing activities, appointments will not generally exceed five years.

4.2.5 Such posts will include Child Abuse Investigation Units and firearms officers. Exceptions will be permitted where officers submit to health screening and/or risk assessment and both the organisation (line manager and department head) and the individual confirm the absence of adverse circumstances.

4.3 Applications for posts and direct appointments

4.3.1 All vacant posts that require a selection process/board will be notified to the HR Recruiting Department. The vacancies will be filled in accordance with the **Recruitment Policy**, particularly appendices two and five of the policy (the internal / specialist police officer posts and detective constable posts processes).

4.3.2 The following categories of posts will be advertised locally for constables and sergeants:

- Neighbourhood¹
- Local CID (non-detective roles)

4.3.3 LPA Commanders have the discretion to advertise the Local CID non-detective roles as either permanent posts or posts of a fixed term not less than six months and not exceeding 24 months.

4.3.4 All OCU and department roles posts will be advertised force wide for constables, sergeants and inspectors, excluding certain detective constable posts (see section 4.3.5 below).

4.3.5 Detective constable posts on Local CID, Force CID, Child Abuse Investigation Unit (CAIU) and Domestic Abuse Investigation Unit (DAIU) will not be individually advertised. Officers wishing to become an accredited detective must pass the National Investigators Examination (NIE) before applying for a generic detective constable board. Appointments to Local CID, Force CID, CAIU and DAIU will be made in accordance with the "Detective Postings - Standard Operating Procedure" (see appendix D).

4.3.6 On LPAs where an advertised post has failed to attract suitable applicants on two occasions² the Head of Human Resources Business Services may authorise head hunting or advertising force wide to fill the post.

NOT PROTECTIVELY MARKED

¹ Includes anti-social behaviour and safer schools officers.

² In exceptional circumstances the Head of Human Resources Business Services can waive the requirement for a second advertisement or authorise advertising force wide in the first instance instead of on the LPA.

4.3.7 Force wide where an advertised post has failed to attract suitable applicants on two occasions³ the Head of Human Resources Business Services may authorise head hunting to fill the post.

4.3.8 The Head of Human Resources Business Services may directly appoint constables, sergeants and inspectors into a role if there is a compelling organisational need to do so.

4.3.9 When an officer has been selected for a permanent post, all transfers should be completed within three months. If agreement for a release date cannot be reached, the Head of Human Resources Business Services will determine the date.

4.3.10 When an officer has been selected for an internal secondment or attachment to a post, all transfers should be completed in one month. If agreement for a release date cannot be reached, the Head of Human Resources Business Services will determine the date.

4.4 Appeals

4.4.1 Appeals regarding short listing and selection panel decisions can be on the grounds of the procedure not being followed, not against the panel's decisions.

4.4.2 Where an officer is dissatisfied with the post short listing or selection panel outcomes, s/he should initially informally raise this with the chair of the selection panel.

4.4.3 If not resolved informally, the officer should send an appeal report within 15 working days of notification of the short listing or panel decision outlining their reason and grounds for her/his appeal to the Head of Human Resources Business Services. The Head of Human Resources Business Services will consider the appeal and notify the officer of his/her decision within 15 working days.

4.5 Promotion

4.5.1 All promotions will be made in accordance with the Postings on Promotion - Standard Operating Procedure (see appendix E).

4.5.2 Officers planning to be promoted above the rank of inspector should consider lateral development across pathways when applying for promotion. Although remaining in a particular pathway will not preclude promotion above the rank of inspector, a broad strategic view of Thames Valley Police will need to be demonstrated to achieve further promotion.

³ In exceptional circumstances the Head of Human Resources Business Services can waive the requirement for a second advertisement.

4.6 External Secondments

4.6.1 Officers returning from an external secondment will have a career interview with the Leadership and Career Development team prior to their return.

4.6.2 Constables to Inspectors

4.6.2.1 If they wish to continue in a career pathway they will be sent details of relevant vacancies so they can apply for them.

4.6.2.2 If they apply for a role and are unsuccessful, they will normally be posted to a uniform patrol policing role on return to force. They will not be precluded from applying for other posts within that pathway or another career pathway within two years (unless they are in a critical post).

4.6.2.3 If they do not wish to continue with their current career pathway they will be posted to a uniform patrol policing role or can apply for a role within a different career pathway.

4.6.3 Chief Inspectors and above

4.6.3.1 The Senior Appointments Board (SAB) will determine postings for Chief Inspectors and above on their return from secondments.

4.7 Internal Secondments and attachments

4.7.1 Internal secondments are a temporary transfer *between* LPAs / OCUs / departments only.

4.7.2 The length of the internal secondment must be a minimum of six months and are usually a maximum of 12 months.

4.7.3 Attachments are a temporary transfer *within* LPAs / OCUs / departments only.

4.7.4 The length of the attachment is determined by the relevant HRBP and LPA / OCU / department. They are usually up to a maximum of 12 months.

4.7.5 Neither attachments or secondments are permanent postings. At the end of the secondment / attachment the officer will return to their substantive post.

4.8 Posts ceasing

4.8.1 When permanent posts are due to cease (e.g. organisational re-structure) officers occupying those posts may apply for any vacancies. If they prefer not to do so they will be posted in accordance with Appendix A.

4.8.2 If a major re-structure is taking place then, if appropriate, a posting protocol will be used, based on the following principles:

NOT PROTECTIVELY MARKED

- Avoiding, where possible, movement from roles, particularly those officers have applied for
- Applying the 20 crow mile rule to posting decisions Consultation before posting officers
- Minimising the need for selection procedures
- Simplifying any necessary selection procedures
- Selecting the best person for the job

5.0 Challenges & Representations

5.1 To ensure transparency and accountability any decision made as a result of following this policy should be clearly documented.

5.2 All challenges and representations should be made in writing to:

Head of Human Resources Business Services
Thames Valley Police
Oxford Spires Business Park
Langford Lane
Kidlington
Oxon
OX5 1NZ

6.1 Communication

6.2 Links to Police National Legal Database/Other

6.2.1 This policy should also be read in conjunction with the:

- Recruitment Policy
- Diversity in Employment Policy
- Accommodation Changes – Police Officers Policy
- Police Officers Bonus Payment Policy

6.3 Implementation Strategy

6.3.1 This policy will be published on the Policy and Procedures intranet site, the Thames Valley Police website, Manager's Briefing and will be included in Weekly Orders.

7.0 Compliance and Certification

7.1 Human Rights Certification

(i) Legal Basis

The legal basis for this policy document is derived from:

- Police Regulations 2003, Regulation 6 and Schedule 1
- Equality Act 2010

(ii) Human Rights Articles Engaged

This policy has been audited for compliance with the Human Rights Act and does not have the potential to engage any articles.

(iii) Prohibition of Discrimination

Application of this policy could discriminate against individuals either directly or indirectly.

Article 14 states the enjoyments of the Rights and Freedoms set forth in the European Convention of Human Rights shall be secured without discrimination on any grounds, such as sex, race, colour, language, religion, political or other opinion, nation or social origin, association with a national minority, property, birth or other status.

Unless there is an infringement of another article, Article 14 will not apply as it is not freestanding. However actions and decisions taken as a consequence of this policy could be judged to be discriminatory in employment law if they are not applied fairly and impartially, having due regard for natural justice and human rights.

7.2 Equality Impact Assessment

7.2.1 This policy has been assessed for its impact on protected characteristics.

7.3 Management of Police Information (MoPI)

7.3.1 This policy does not affect any of the key business areas as identified by Management of Police Information (MoPI).

7.4 Data Protection

7.4.1 Personal information processed in compliance with this policy will be managed in accordance with the provisions of the Data Protection Act 1998.

7.4.2 Line Managers must be aware that the information they hold under as a result of this policy must be managed in a secure manner in order to prevent inappropriate access.

7.5 Freedom of Information Act

7.5.1 This policy is suitable to be made available to the public and can be published on the Thames Valley Police Freedom of Information Publication Scheme.

7.5.2 It is likely that some information processed in compliance with this policy may be exempt from publication under the Freedom of Information Act by virtue of section 40 (personal data). Specific advice should be sought from the Joint Information Management Unit in the event of a request for information.

7.6 Protective Markings

7.6.1 This policy has been assessed as **NOT PROTECTIVELY MARKED**.

7.7 Health & Safety at Work

7.7.1 There are implications for the health and safety of officers and the public if officers are driving long distances to and from work, particularly if they work 24/7 shift patterns or long hours due to commitments or operations. There is the risk of road traffic collisions potentially attributable to driver fatigue. This policy seeks to reduce this risk by not posting officers beyond 20 crow miles of their home address in the majority of cases.

8.0 Monitoring and Review

8.1 This policy contributes to the following strategic objective:

- To tackle bureaucracy and develop the professional skills of all staff

8.2 This policy document will be reviewed every two years. The review will take into account the following criteria:-

- Changes in legislation
- Court rulings – Domestic, European and Human Rights
- Examples of good practice from other Forces or other organisations
- Changes in Home Office Circulars
- Developments with ACPO Policy Unit
- Representations made by individuals and relevant organisations Relevant diversity data

This policy will next be reviewed in November 2014.

APPENDICES

Appendix A

Standard Operating Procedure for Posting Police Officers

A1.0 Student Officers

A1.1 The initial posting of student officers is the responsibility of the Human Resources (HR) Resourcing Officer at Headquarters, who will take into account organisational need, personal circumstances and accommodation issues to determine a posting.

A1.2 Student officers will be posted in accordance with the Initial Police Learning and Development Programme, depending on whether their approved home address is under or over 20 crow miles from Sulhamstead force training site, as follows:

Approved home address under 20 crow miles from home to Sulhamstead

Time:	Posted to:
Week 1	Sulhamstead
Week 10	Professional Development Unit (PDU)
Week 16	Sulhamstead
Week 22	PDU
Week 26	Sulhamstead
Week 31	LPA (permanent posting)

Approved home address over 20 crow miles from home to Sulhamstead

Time:	Posted to:
Week 1	LPA
Week 10	Professional Development Unit (PDU)
Week 16	LPA
Week 22	PDU
Week 26	LPA
Week 31	LPA (permanent posting)

Officers whose approved home address is over 20 crow miles from Sulhamstead will be entitled to accommodation at Sulhamstead plus one return journey per week.

A1.3 Police officers living more than 20 crow miles from their PDU will be eligible to a pro rata organisational posting payment in accordance with the current Police Officer Bonus Payment Policy.

A1.4 Any change of posting within a LPA during the student officer's probationary period after week 30 in the IPLDP programme will be the decision of the LPA.

NOT PROTECTIVELY MARKED

A1.5 Posting to another LPA during the probationary period will only be considered in exceptional circumstances and must have the prior approval of HR Resourcing Officer at Headquarters.

A2.0 Postings within Local Police Areas (LPAs)

A2.1 Subject to the residency condition in section A4 below, postings within a LPA are the responsibility of the relevant Human Resources Business Partner (HRBP) in consultation with the LPA Commander. Any posting that would breach the residency condition must be referred to the HR Resourcing Officer at Headquarters.

A3.0 Postings within Departments/Operational Command Units (OCUs)

A3.1 Subject to the residency condition in section A4 below, postings within a department/OCU within the same specialism are the responsibility of the relevant HRBP and Head of Department/OCU Commander.

A3.2 Where a department/OCU has the responsibility for a force-wide service delivery, internal postings must take into account their responsibility to maintain service delivery across the whole range of sites and must not be to the detriment of sites where vacancies traditionally have proved difficult to fill.

A3.3 Any proposed posting with the potential to create hard-to-fill vacancies within a department should be referred to Head of Human Resources Business Services for consideration.

A4.0 Residency

A4.1 Under Police Regulations 2003, Regulation 6 and Schedule 1, an officer is required to obtain the approval of the Chief Constable to reside in his/her accommodation upon appointment and thereafter if they wish to change residency.

A4.2 Subject to section A4.5 below, officers cannot be posted more than 20 miles from their home address without their consent and officers cannot reside more than 20 miles from their posting. These limits will apply to all officers (with the exception of student officers on appointment) regardless of whether their home address falls inside or outside the force area.

A4.3 South East Region Counter Terrorist Unit (SECTU) officers may be posted outside the Thames Valley Police Force area.

A4.4 Student officers will be posted on appointment by the Shared Services Resourcing Officers taking account of the following criteria:-

- Organisational need
- Personal preferences
- Individual circumstances (e.g. home owner)

NOT PROTECTIVELY MARKED

Student officers may be posted outside the 20 mile rule and will be expected to move or take up single quarters so they are within the 20 mile rule once they are appointed.

A4.5 An officer can request to opt out of the 20 mile limit. All requests to reside beyond 20 crow miles must be referred to the HR Resourcing Officer at Headquarters. In reaching a decision, the HR Resourcing Officer will take into account the following criteria:

- Demands of the post
- Distance travelled
- Potential future postings
- Any exceptional welfare considerations
- Health and safety considerations

Requests to opt out beyond 30 crow miles will normally be refused. If an officer wishes to appeal against a refusal, the appeal will be referred to the Head of Human Resources Business Services for decision.

A4.6 If a decision is taken to allow an officer to opt out of the 20 mile limit they will be reminded of the risk of travelling long distances before and after work and that the onus is on them to manage that risk.

A4.7 All requests to reside outside the force area must be referred to HR Resourcing Officer at Headquarters for decision. Decisions regarding SECTU officers will be taken by the Head of Human Resources Business Services in consultation with the SECTU Head of Resources taking into account:-

- Whether the officer's duties are primarily outside Thames Valley Police area
- Their place of work

A4.8 All references to mileage are straight distance miles ('crow' miles) not road miles.

A4.9 The opt out agreement will apply to future postings.

A4.10 Approval to reside outside the 20 mile limit carries a condition that travelling from home to station will be at the officer's own expense and in his/her own time and neither will be considered as justification for a new posting.

A4.11 If an officer is required to travel in excess of 20 miles, other than as part of an opt-out agreement, the officer will be entitled to a removal at force expense.

A4.12 If an officer is required to travel in excess of 20 miles, other than as part of an opt-out agreement and the officer prefers not to move at force expense, s/he may be entitled to an organisational posting bonus payment (see Bonus Payments for Police Officers Policy).

A5.0 Posting decisions

A5.1 The HR Resourcing Officer, on behalf of Head of Human Resources Business Services, will be responsible for arranging postings for officers up to and including inspector rank, whether on promotion, transfer, or because their role is ceasing in consultation with relevant HRBPs and LPA/OCU Commanders.

A5.2 All postings for chief inspectors and above will be determined by the force Senior Appointments Board (SAB).

A5.3 Officers normally will only be posted into vacant posts. Exceptions to this, which require Head of Human Resources Business Services approval, may arise as a result of career development, welfare, rehabilitation or disciplinary reasons.

A5.4 Postings on promotion will be made in accordance with the Postings on Promotion - Standard Operating Procedure (see appendix E).

A5.5 Postings will be taken up within three months unless an extension is authorised by Head of Human Resources Business Services. Postings on promotion will be required to take place as soon as possible, preferably at the start of the next pay period.

A6.0 Inter LPA/OCU or departmental transfers

A6.1 Officers requesting an inter LPA/OCU or departmental transfer must submit a report via their line manager and the relevant HRBP to the HR Resourcing Officer. Requests will be considered in the context of corporate resourcing needs such as the:-

- Number of existing vacancies in LPA/OCU/departments
- Greatest officer shortages

Decisions will also consider any exceptional welfare needs of the individual.

A6.2 If a decision is taken to allow the officer to transfer, their posting will be within a reasonable travelling distance of their residence.

A6.3 Officers requesting to leave an OCU/department to return to an LPA will be posted to a patrol post. If they wish to return to an LPA so they can apply for a Neighbourhood or Local CID (non-detective post) they must have been given authorisation to be posted to the relevant LPA before they are eligible to apply for the post.

A7.0 Secondments

A7.1 Internal secondments

Internal secondments will only be approved in exceptional circumstances where a significant operational need has been identified. All applications must be forwarded to Head of Human Resources Business Services for approval.

NOT PROTECTIVELY MARKED

A7.2 The length of secondment, normally for a maximum of twelve months, will be agreed at the time of approval.

A7.3 Officers on internal secondment will be posted temporarily, with an expectation that they will return to their original posting at the end of the secondment.

A7.4 External secondments

External secondments are open to police officers who have completed their probation. There will be a case by case judgement with consideration being given to the:-

- organisation involved
- percentage of officers in the rank already on an external secondment
- impact on the organisation
- potential benefit to the individual and the organisation of the secondment

A7.5 The secondment of officers who are close to retirement may be authorised where the secondment provides a further professional challenge for the officer and their moving out of a post within Thames Valley Police will open up development opportunities for other officers within the Force.

A7.6 Applications to extend secondments will be considered taking into account the criteria in section A7.4 and A7.5 above.

A7.7 There no longer is a list of “approved” organisations for external secondments, nor are applications restricted to posts advertised by Thames Valley Police. Officers can express a wish to apply for secondments advertised in external publications.

A7.8 If a secondment has been advertised in force, officers can apply for it without seeking prior authorisation. However, if the secondment would mean a temporary promotion to the rank of Chief Inspector or above, approval must be sought from the Deputy Chief Constable prior to application.

A7.9 If a secondment has not been advertised in force, officers who have seen it advertised in an external publication and wish to apply must contact the HR Resourcing Officer prior to applying. The HR Resourcing Officer will seek approval from the relevant CCMT lead for the officer to apply.

A7.10 No more than one per cent of the total police officer establishment can be on secondment at any one time. The Chief Constable’s Management Team may bar secondments when the force is below overall establishment, or establishment in a specific rank or when exceptional circumstances apply.

A7.11 If an officer’s application for a secondment is successful, the HR Resourcing department will liaise with the relevant organisation to ensure that appropriate terms and conditions for the secondment are agreed prior to releasing any officer.

A7.12 Secondments to regional or bi-lateral collaboration teams, where Thames Valley Police continue to pay the salary of the officer involved, will be treated as external secondments for the purposes of section 4.6 in this policy.

A8.0 Appeals

A8.1 Any posting decision made by the relevant HRBP or the HR Resourcing Officer can be appealed to the Head of Human Resources Business Services. A report and any supporting documentation requesting an appeal should be submitted to the Head of Human Resources Business Services via the HR Resourcing Officer.

Career Pathways

B1.0 There are four main career pathways:

- Police operations
- Community and safety
- Intelligence
- Investigation

B1.1 The roles/departments within each pathway are detailed in the table below.

<p style="text-align: center;">Police Operations</p> <ul style="list-style-type: none"> • Patrol • Professional Development Unit • Operations • CR&ED • Custody • Trainer • Dog Handler • Mounted Section • Roads Policing • Firearms • Search 	<p style="text-align: center;">Community and safety</p> <ul style="list-style-type: none"> • Neighbourhood Policing Team • Safer Schools • Anti-social Behaviour Officer • Integrated Offender Management • Youth Offending Team • Criminal Justice • Neighbourhood Policing & Partnership
<p style="text-align: center;">Intelligence</p> <ul style="list-style-type: none"> • Intelligence • Dedicated Source Unit • Field Intelligence Prison • Intelligence Confidential • Unit Authorities Bureau • Information Research Bureau • Proactive Team • Technical Support Surveillance • Specialist Operations (non-detective roles) 	<p style="text-align: center;">Investigation</p> <ul style="list-style-type: none"> • Detective (Local CID and Force CID) • Major Crime • Serious & Organised Crime Unit • Investigation Review Team • Child Abuse Investigation Unit • Specially Trained Officer • Domestic Abuse Investigation Unit • Police On Line Investigation Team • Economic Crime Unit • Specialist Operations (detective roles) • South East Counter Terrorist Unit • Detective trainers

Critical Posts

C1.0 The posts listed below will be for a minimum of two years unless exceptional circumstances apply.

- Neighbourhood Supervisor
- Neighbourhood Sergeants
- Neighbourhood Inspectors
- Local Police Area Commander
- Major Crime SIO
- Specialist Operations
- Department Posts Counter
- Terrorist Unit
- HBIs
- Control Room Sergeants

C2.0 The posts listed below will be for a minimum of eighteen months unless exceptional circumstances apply.

- Custody Sergeants

C2.0 Exceptional circumstances may include secondments, short duration projects, and welfare, performance or discipline matters.

C3.0 Applications for exemption from the 18th month or two year rule for critical posts for constables to inspectors must be forwarded to the Head of Human Resources Business Services for decision.

C4.0 Exemptions from the two year rule for critical posts for chief inspectors and above will be considered by the Senior Appointments Board (SAB).

Detective Postings – Standard Operating Procedure

D1.0 Newly appointed detectives will be called Trainee Investigators (TIs) until they complete their PIP level 2 accreditation.

D2.0 Local CID, Force CID, CAIU and DAIU vacancies will be filled by the appointment of TIs and requests to change post by existing PIP level 2 accredited detectives.

D2.1 A Detective Posting Panel will decide where officers are posted.

D2.2 Detective Posting Panel meetings will be held:

- prior to posting trainee investigators when detective recruitment selection boards have been held to take decisions on requests from PIP level 2 accredited detectives to change post
- post detective boards to determine the postings of trainee investigators

D2.3 Posting decisions will take account of:

- the officer's preferences
- feedback from the detective board
- flexible/part time working arrangements
- reasonable adjustments under the
- quality Act 2010 LPA/OCU vacancies
- travelling distances

D2.4 The Posting Panel will try to meet the officer's preferences but organisational needs will be the determining factor in posting decisions.

D3.0 All PIP level 2 accredited detectives permanently posted to detective constable roles will be able to express a preference at any time to change their role to one on Local CID, Force CID, CAIU and DAIU. These requests will be considered when the Posting Panel convenes and will take into account the officer's performance and attendance. For avoidance of doubt, requests to change post can be made by officers permanently posted⁴ to detective constable posts⁵ only.

⁴ Officers on secondment or attachment to a DC post will not be eligible to express a preference unless their permanent role is also a DC post. E.g. a Force CID DC attached to a Major Crime DC post would be eligible to express a preference. A Safer Schools officer seconded to a CAIU DC post would not be eligible to express a preference.

⁵ These posts include: Local CID – DC, Major Crime – DC, Intelligence officer – DC (the role on Major Crime), Investigation review team – DC, Force CID – DC, DAIU – DC, CAIU – DC, CSE Officer – DC, POLIT - DC, Serious & organised crime – DC, Economic Crime Unit – DC, Witness protection – DC, Covert operations unit – DC, Test purchase co-ordinator - DC SE SCIT – DC, Investigations – DC (SECTU), Financial investigator – DC (SECTU), Regional intelligence officer - DC (SECTU), Prison intelligence - DC (SECTU), Dedicated Source Unit – DC (SECTU), Forensic team – DC (SECTU), CT field intelligence – DC (SECTU), Single

NOT PROTECTIVELY MARKED

point of entry – DC (SECTU), Dedicated Source Unit – DC (SECTU), PSD Operations – DC (SECTU), Trainer – DC. The post must be a designated DC post on PeopleSoft.

NOT PROTECTIVELY MARKED

D4.0 Non-detectives who pass a detective selection process and decline two offered postings due to their personal preferences must re-apply for a detective selection process.

Postings on Promotion – Standard Operating Procedure

E1.0 Postings on promotion for sergeants and inspectors are the decision of the Head of Human Resources Business Services and are managed on his/her behalf by the HR Resourcing Officer.

E2.0 Posting decisions will be arranged in conjunction with relevant LPA/OCU Human Resources Business Partner. Decisions will take account of:

- the officer's preferences
- feedback from the promotion board (e.g. recommendations regarding lateral development)
- flexible/part time working arrangements
- reasonable adjustments under the Equality Act 2010 vacancies
- travelling distances
- avoiding posting the officer to their current team

E3.0 The HR Resourcing Officer will try to meet the officer's preferences but organisational needs will be the determining factor in posting decisions.

E4.0 The Senior Appointments Board (SAB) determines postings for Chief Inspectors and above taking into account the factors as in paragraph two above.

E5.0 Posting on promotion to the rank of sergeant and inspector can be into any post which allows the officer to evidence the full range of competencies required under the National Police Promotion Framework (NPPF). Some additional posts may be available in respect of officers who are already nationally qualified (through the old promotion scheme) having passed both OSPRE Part one and Part two, as they do not have to complete the competencies required by the NPPF.

E6.0 Sergeants and Inspectors will generally be promoted into a uniform patrol policing post.

E6.1 Officers who have experience and/or qualifications in a particular career pathway may apply to be promoted within that stream if a vacancy exists. For example:

There is a sergeant vacancy on the Tactical Firearms Group and it is suitable for WBA.

PC X, who is an authorised firearms officer passes a promotion board to sergeant. S/he can apply for the post.

- PC Y passed a promotion board nine months previously, but there were no firearms vacancies at the time. S/he can apply for the post.
- PS Z has no firearms experience but has been in his/her critical post

NOT PROTECTIVELY MARKED

for two years. S/he can apply for the post.

- All would be interviewed (subject to the paper sift) and the best candidate.

NOT PROTECTIVELY MARKED

would be selected for the post.

NOT PROTECTIVELY MARKED

E6.2 In addition, roles in another career pathway that build on current skills and experience could be applied for within two years (e.g. DS applying for Roads Policing where investigative skills would be used for road death investigations).

E6.3 If an officer who has passed the promotion selection board applies for a specialist post in a particular career pathway and does not pass the board, he or she will be promoted into a uniform core policing post. This would not preclude the officer from applying for another post within the pathway at a later date.