

Police Federation
Of England and Wales



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Lloegr a Chymru

Established by Act of Parliament

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FROM THE GENERAL SECRETARY'S OFFICE

IR/sg

5 February 2009

JBB CIRCULAR NO : 003/2009

Dear Colleagues,

NATIONAL POLICE PROMOTION FRAMEWORK (NPPF) SERGEANT & INSPECTOR EXAMINATION PROCESS

Since 2005 the NPPF, previously Work Based Assessment (WBA) for Promotion, trials have operated in seven forces as an alternative to the Ospre Part 2 examination. The Police Federation of E&W has always supported the principle of WBA being part of the promotion process to the ranks of Sergeant and Inspector. However, our concerns in moving to such a process to replace the Ospre Part 2 examination, which we have consistently raised with the Police Promotions Examination Board (PPEB) and latterly the Police Promotion Implementation Project Board (PPIPb), have been in respect of consistency, standardisation, quality assurance and the potential impact in respect of equality and diversity.

The Police Federation of E&W position has always been to support the roll out of WBA to replace Ospre Part 2 when it has been evidenced to our satisfaction that the time is right and that all the relevant structures are in place. We have actively engaged with the PPEB and PPIPb to develop an effective and robust promotion process that is implemented consistently with sustainable national standards.

The PPEB are recommending that national roll out of the NPPF process for promotion to Sergeant and Inspector to the remaining 36 forces should commence from 1 April this year. The Joint Central Committee has serious concerns that the relevant structures that would facilitate and support the workability of such a model are unable to be put in place for the NPPF to provide a sustainable national promotion process for our members. At the January 2009 meeting the JCC adopted the following policy:

Represent · Influence · Negotiate

'The Police Federation of England & Wales no longer support the National Police Promotion Framework because of a lack of confidence that it can deliver sustainable national standards.'

The rationale for this decision being that:

1. The PPEB and NPIA are unable to guarantee compliance with the NPPF.
2. There is no effective governance process to ensure forces comply with the NPPF.
3. There is no effective underpinning performance development review and assessment structure process.
4. There is uncertainty and a clear lack of clarity in respect of the actual cost for the implementation and operation of the NPPF.
5. There has been a failure to comply with the statutory duty to promote diversity under the race, disability and gender duties to promote equality. An adequate Equality Impact Assessment has not been undertaken which identifies whether replacing the Ospre Part 2 examination with the NPPF process will have a disproportionate impact on people from minority groups in the Service; or whether, in those circumstances the NPPF can be justified as being a "proportionate means of achieving a legitimate aim" as required by the legislation.

Whilst the Joint Central Committee agrees that work based assessment should form an important part of any promotion process, we believe that the proposed NPPF does not meet the requirements of a national promotion process. I have written to the Police Minister asking him not to roll out the NPPF from 1 April and to direct both ACPO and the NPIA, to undertake, as a matter of urgency, a fundamental review of the promotion process for Sergeants and Inspectors as recommended in the HMIC 'Leading from the Frontline' report.

Yours sincerely



IAN RENNIE
General Secretary