EXPLANATORY MEMORANDUM TO THE

POLICE (PROMOTION) (AMENDMENT) REGULATIONS 2005

2005 No. 178

1. This explanatory memorandum has been prepared by the Home Office and is laid before Parliament by Command of Her Majesty.

2. Description

2.1 This instrument will, subject to annulment in pursuance of a resolution of either House, come into force on 1st March 2005 and make revisions to the Police (Promotion) Regulations 1996 (S.I. 1996/1685). The revisions relate to the trial of an alternative approach to promotion to the ranks of Sergeant and Inspector.

3. Matters of special interest to the Joint Committee on Statutory Instruments

3.1 None.

4. Legislative Background

4.1 The instrument is made under section 50 of the Police Act 1996 and section 79A of the Police Act 1997.

5. Extent

5.1 England and Wales.

6. European Convention on Human Rights

6.1 Not applicable.

7. Policy background

7.1 The current process of qualifying for promotion to the ranks of Sergeant and Inspector, involves a nationally administered two part Objective Structured Performance Related Examination (OSPRE).

7.2 Following a review led by the Police Leadership and Powers Unit into the current OSPRE system in 2004, ministers approved trials of an alternative approach to promotion to the ranks of Sergeant and Inspector.

7.3 The trial will run until December 2005 in order to encompass sufficient OSPRE part I and part II exam cycles for both ranks, and to make comparisons between the trial and the existing OSPRE process, with a view to making recommendations to ministers on the best approach.

7.4 The ongoing trial involves a period of Work Based Assessment (WBA), as an alternative to OSPRE part II whilst temporarily promoted to the higher rank, followed by substantive promotion on successful completion of the assessment.

7.5 The amendment to regulation 6 allows temporary promotion for the duration of Work Based Assessment.

7.6 The amendment to paragraph 1(2)(b) of Schedule 1, allows the WBA (part IIB) to nationally qualify an officer for promotion.

8. Consultation

8.1 In accordance with the provisions of section 63(3) of the Police Act 1996, a draft of the regulations was presented to the Police Advisory Board of England and Wales for consultation. The instrument has been amended in the light of some of the responses received from the Board.

9. Impact

9.1 No Regulatory Impact Assessment has been prepared because no impact on the private or voluntary sector is foreseen.

10. Contact

10.1 Further information on this instrument can be obtained from:

Rachel Kearton
Police Human Resources Unit
Home Office
Allington Towers
19 Allington Street
London SW1E 5EB
Telephone: 020 735 5114
Email: Rachel.Kearton@homeoffice.gsi.gov.uk