EXECUTIVE NOTE

The Police (Promotion) (Scotland) Amendment Regulations 2007 SSI/2007/528

1. The Police (Promotion) (Scotland) Amendment Regulations 2008 are made in the exercise of powers conferred by section 26 of the Police (Scotland) Act 1967. These Regulations amend the Police (Promotion) (Scotland) Regulations 1996 [referred to hereafter as "the principal Regulations"]. The instrument is subject to negative resolution procedure.

Policy Objectives

2. This instrument amends the principal Regulations to introduce the newly developed Diploma in Police Service Leadership and Management [referred to hereafter as "the Diploma"] as a qualification for promotion within the Scottish police service.

3. The amendments to the principal Regulations will mean that any constable who has completed the required probationary period for that rank and who obtains either the Diploma course or passes the Police (Scotland) Promotion Examination will be eligible for promotion to a rank above that of constable. The position in relation to the Police (Scotland) Promotion Examination as a qualification which makes a constable eligible for promotion will not be changed.

The Diploma in Police Service Leadership and Management (the Diploma)

4. In 2003, the Association of Chief Police Officers in Scotland (ACPOS) People Strategy 'Fit for the 21st Century' was published. It identified a need to enhance the leadership and management skills of those within the service, particularly those who will hold promoted ranks. As well as ensuring a sufficient legislative knowledge of criminal law, the People Strategy noted that any promotional qualification should create a core set of leadership competencies and behaviours, including transformational leadership, emotional intelligence and change agent skills.

5. Since 2003 the Scottish Police College has been working to meet the objectives of ACPOS's People Strategy. This has resulted in the creation of the Diploma in Police Service Leadership and Management.

6. The Diploma has been developed by the Scottish Police College and a Consultative Committee, in partnership with the Scottish Qualifications Authority (SQA) and the Scottish Government. The Diploma's syllabus will consist of eight Higher National Units across four modules with one overarching Higher National Unit, Developing Skills for Personal Effectiveness.

7. The Diploma is a qualification in its own right, equivalent to a Higher National Diploma, it has been validated by SQA as a Professional Development Award, level 8 on the Scottish Credit and Qualifications Framework, equivalent to 120 credit points. The Diploma will take 18 months to complete. The number of courses starting in any given year will be largely dependant on demand by forces who will consult with the Scottish Police College. At this time the College plans to commence a new course every 10 weeks.

8. The Diploma and the Police (Scotland) Promotion Examination will run concurrently for a transitional period after which the Police (Scotland) Promotion Examination will be phased out. This will allow officers who have started a course of study in preparation for the Police (Scotland) Promotion Examination time to sit the exams. It is proposed that the Diploma will be the only

qualifying examination giving eligibility for promotion, although previous promotion qualifications will continue to be recognised.

Consultation

9. The draft Regulations were published for public consultation through the Scottish Government consultation web site and issued to members of the Police Advisory Board for Scotland. Respondents were in favour of the proposed amendments.

Financial Effects

10. The instrument has no financial effects on the Scottish Government's program expenditure.

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November 2007