Police Promotion Board – Process Flow Chart



Officers to evidence they are competent in rank with potential to perform at the next rank against the Work-based Assessment Criteria

NPPF driven for Sergeant and Inspector ranks

Officer applies for promotion via the Oleeo erecruitment system.

Line manager assesses the officer's competence and potential for promotion & recommend or not with a clear rational for reason & proposed score

DLT will assess the application & validate the score, with clear reasons documented.

Scores are validated centrally.

Decisions from the validation meeting will be sent to the officer & DLT's at a predefined date and time.

Recommended Officer's will be invited to the Promotion Board Assessment consisting of a panel interview – Leadership and CVF based.

Assessment Centre results will be e-mailed out on a predefined date (This date will not be bought forward)

If officer can evidence that they have been treated unfairly or there has been a contravention of the promotion selection process resulting in them being unsuccessful, they have the option to appeal as set out in policy.

If an officer does is not recommended, then they will set a development plan to support development of relevant competencies.

If an officer is unsuccessful through the assessment process, then they will set a development plan to support development of relevant competencies