



Lancashire
Constabulary
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REPORT TO: JOINT AUDIT AND ETHICS COMMITTEE

DATE: 6 MARCH 2017

REPORT AUTHOR: MEMBERS OF AUDIT & ETHICS COMMITTEE

SUBJECT: UNIFORMED INSPECTOR PROMOTION PROCESS JANUARY 2017

1 Issue for Consideration

- 1.1 The purpose of this report is to enable Members of the Committee to comment at the meeting on the Constabulary's procedures for promotion of officers.

2 Recommendation

- 2.1 To receive a report on the recent promotion process for Uniformed Inspectors.

3 Background

- 3.1 The Committee has been approached by the Constabulary to provide independent oversight of the promotion process. The Committee is keen to ensure that the promotion process is fair and transparent for all candidates.
- 3.2 In January 2017, the Force ran a promotion process to fill 12 Uniformed Inspector posts. There were 72 applicants who attended an assessment centre, where their ability to deal with operational policing issues, was assessed in relation to 3 competencies. Each panel was drawn a group of trained assessors who were Chief Inspectors, Superintendents or HR professionals.
- 3.3 The Committee member the Committee observed 5 differently constituted panels.
- 3.4 The Member of the Committee has provided feedback to the Force HR team. Overall the panels were observed to be fair and the assessors were fully committed to a fair and transparent process.

- 3.5 A promotion process for Detective Chief Inspectors is currently ongoing. There will be 17 candidates and 5 candidate assessments will be observed. Over the next few months there will be a promotion process for Detective Sergeants, and a recruitment into Force of Constables.

4 Implications

Financial:	Resource requirements to enable development and implementation of the above can be found from existing budgets.
Legal:	
Equality Impact Assessment:	
Risks and Impact:	
Link to Police and Crime Plan:	

5 List of attachments / appendices

6 Background Papers

- None

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