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| **POLICE & CRIME**  **PAPER MARKED**  **J**  **COMMISSIONER FOR**  **LEICESTERSHIRE**  **JOINT AUDIT, RISK &**  **ASSURANCE PANEL** |

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| Report of | CHIEF CONSTABLE |
| Subject | HR Succession Planning Feedback |
| Date | WEDNESDAY 3rd JUNE 2015 – 09:30 A.M. |
| Author : | ALISON COULTON |

### Purpose of Report

1. The purpose of this report is to provide JARAP with an update on succession planning and the current situation with regards to the Direct Entry Superintendent scheme, the Police Constable to Inspector Fast Track scheme and the Sergeants Work Based Assessment (WBA) process.

**Recommendation**

2. The Panel are recommended to note the contents of this update.

**Summary**

3. Direct Entry Superintendent - This process is underway and four candidates are progressing to the national assessment centre stage. Of those four candidates there are three females and one male and of those four candidates there is one BME candidate. The national assessment centre process runs from 29th May 2015 to 6th June 2015. Results will be known to Leicestershire Police on 8th June 2015. The Force is accepting one candidate onto the scheme and the scheme is intended to commence in September 2015. The candidate who progresses for commencement onto the scheme will be subject to continual review and monitoring to ensure they are on target with the key dates and development required within the scheme.

Police Constable to Inspector Fast Track – This scheme is underway and Leicestershire Police have two candidates who are progressing within this scheme. Both candidates are female and whilst nationally the scheme commences in September 2015, the Force is seeking to commence both candidates onto the WBA element at an earlier date. The aim of the scheme is to rapidly promote to the rank of Inspector by September 2017. The scheme is designed to be a two year scheme and candidates will need to progress through two ranks in two years. After embarking on the WBA candidates must take and pass the OSPRE Part One examination that takes place in October 2015. If the candidates pass and if they are deemed competent in the rank they will progress to the rank of Sergeant in December 2015 within the scheme. The date of December 2015 is a nationally set date for candidates. Both candidates will be subject to regular review and monitoring to ensure they are on target with the key dates within the critical path for the two year scheme.

Sergeants Work Based Assessment (WBA) – The Sergeant promotion process has been undertaken and thirty three candidates were successful and commenced the WBA on 11th May 2015. Of those thirty three candidates there are twenty nine males and four females. Those on the WBA will have a twelve month probationary period. At the end of the twelve month period they are expected to have worked through the WBA process and gained a level four policing qualification in time for substantive promotion to the rank of Sergeant at the conclusion of the twelve month period. All candidates have a critical path and a professional development portfolio (PDP) for progression and completion over the next twelve months to ensure they are both operationally competent and to ensure they gain the leadership skills and behaviours over the twelve month period expected of a Sergeant. Candidates will be subject to regular review and monitoring to ensure they are progressing and gaining the competencies expected and outlined in the critical path and the PDP.

All the schemes are underway and at various different stages within the critical path relevant to each scheme. It is key to note that all the schemes are progressing within the timescales expected of each scheme.

All three schemes have regular review and monitoring dates set and these have been clearly outlined to candidates on the schemes and managers to ensure they are on target to progress as each scheme expects.

Should any issues arise for example performance issues, these will be dealt with as outlined in each of the schemes and in line with Leicestershire Police policy and procedures.

**Implications**

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| Financial : | No unexpected costs or additional costs expected. |
| Legal : | Schemes devised in line with police regulations and the college of policing guidance. |
| Equality Impact Assessment : | Links with force policy EIAs and college of policing EIAs. |
| Risks and Impact : | It is imperative the scheme numbers are monitored and tracked against the force establishment and change programme to mitigate any risks or impact for the future. |
| Link to Police and Crime Plan :  Communications: | The schemes link to number 1 my vision, 3.1 the diversity of Leicester, Leicestershire and Rutland and 3.2 commitment to equality, diversity and human rights    Critical path with key dates and timescales to those on the scheme and managers has been sent. further communications will be addressed force wide and with individuals at each key stage of the schemes |

**Person to Contact**

Mrs A Coulton, Tel 0116 248 2203

Email: [Alison.coulton@leicestershire.pnn.police.uk](mailto:Alison.coulton@leicestershire.pnn.police.uk)

Ms Carol Hever, Tel 0116 248 2888

Email: [carol.hever@leicestershire.pnn.police.uk](mailto:carol.hever@leicestershire.pnn.police.uk)

Mrs Alison Naylor, Tel 0116 248 2247

Email: [Alison.naylor@leicestershire.pnn.police.uk](mailto:Alison.naylor@leicestershire.pnn.police.uk)