



## Frequently Asked Questions:

# Transition from OSPRE<sup>®</sup> Part II to the National Police Promotion Framework

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INVEST IN POLICE

**Frequently Asked Questions around the transition from OSPRE to the National Police Promotions Framework**

**Introduction**

This document is intended to act as guidance for forces around some of the questions that exist when a force makes the decision to move into the National Police Promotion Framework. There are a number of considerations related to this move and the answers to the more obvious, strategic or organisational questions are contained within the Operating Manual for the National Police Promotion Framework, Licensing Criteria or Data Capture protocols.

This document is intended to capture the questions that your force is likely to be asked by persons already in the promotion process, at either OSPRE<sup>®</sup> Part I or OSPRE<sup>®</sup> Parts I and II qualified.

This document takes the format of frequently asked questions, and as such is capable of being updated or adapted as more questions are asked. It also includes three Appendices, which are flowcharts to show how the move into the NPPF affects officers at the various stages of the promotion process.

For ease of reference, the document is divided into National Police Promotion Framework, OSPRE<sup>®</sup> Part I and OSPRE<sup>®</sup> Part II questions. It may be useful to refer to the flowcharts as you look at the answers provided.

- 1) If a candidate has passed OSPRE<sup>®</sup> Part I they retain the option to progress on to OSPRE<sup>®</sup> Part II. They can continue on the OSPRE<sup>®</sup> career pathway to become qualified to apply for promotion by passing OSPRE<sup>®</sup> Parts I and II.
- 2) If a candidate has passed OSPRE<sup>®</sup> Part I when the force adopts the National Police Promotion Framework, the force must give the candidate the option to continue on the OSPRE<sup>®</sup> route to OSPRE<sup>®</sup> Part II, or to join the NPPF at Step 3. This is a once only choice and cannot be reversed. The candidate will be asked to sign to confirm which path is chosen, and it is the choice of the candidate, not the choice of the force.
- 3) Candidates have the option to choose between OSPRE<sup>®</sup> Part II or the National Police Promotion Framework if they have any of the allowed OSPRE<sup>®</sup> Part I five years and any of the allowed three attempts remaining.
- 4) If a force adopts the National Police Promotion Framework and a candidate has not already taken and passed Part OSPRE<sup>®</sup> Part I,

then that candidate automatically enters the National Police Promotion Framework.

- 5) OSPRE<sup>®</sup> currently allows candidates a five year validity period in which to be successful at OSPRE<sup>®</sup> Part II from the date of being successful at OSPRE<sup>®</sup> Part I. The OSPRE<sup>®</sup> Part I pass date remains important when a force adopts the National Police Promotion Framework. The National Police Promotion Framework allows candidates a five year validity period in which to be successful at Step 3 from the date of being successful at OSPRE<sup>®</sup> Part I (NPPF Step 2). If a candidate has either not been successful at Step 3 within the five available years, or been returned to Step 3 after having been unsuccessful at Step 4 outside of the five years, then the candidate must return to Step 1 of the National Police Promotion Framework.

## **National Police Promotions Framework - FAQ**

**1. As I understand it any officer who is already qualified by OSPRE® Parts I and II is deemed in law to be qualified and cannot be forced to qualify again via another promotion system. Does the OSPRE® Part II qualification have a life span?**

No, the OSPRE Part II qualification does not have a life span. It is valid indefinitely.

**2. Can a force insist that transferees on promotion from another force take part in the National Police Promotion Framework if they are already OSPRE® Part II qualified in their previous force?**

If a candidate is qualified under OSPRE®, they cannot be forced to undertake Work Based Assessment at Step 4 of the National Police Promotion Framework. However, newly promoted Sergeants have to complete a probationary period, and newly promoted Inspectors may have to complete a period of learning as part of their induction into the rank. A force may therefore require that a newly promoted candidate undertakes development as a part of the probationary period, and it may be that rather than having a 'twin track' system, that learning takes exactly the same form as Step 4 of the National Police Promotion Framework. Nevertheless successful completion of any of the National Occupational Standards that might form part of that development would not be the only deciding factor in whether the candidate successfully completes the probationary period.

**3. The National Police Promotion Framework Operating Manual appears contradictory in that it says successful candidates should not stay in the promotion pool (after having been successful at Step 3) for more than 12 months, but also says that if they are not placed within 24 months they must go back to the start of Step 3. Can you confirm why the aim is that candidates are placed within 12 months but the maximum time they can stay in the pool is 24 months?**

One of the drivers for the new promotion system was to give forces more control of the numbers of officers in their promotion pools in order that they could match candidate numbers to vacancies. The numbers of officers successful at Step 3 should be in accordance with the number of vacancies a force has. The Operating Manual takes account of the varying needs of forces including smaller forces, which might not have vacancies in every year. In exceptional cases this 12 month target period in which candidates are to be placed may be extended by up to 12 months.

**4. If an officer is in receipt of Competency Related Threshold Payments and they work in a "temporary" capacity under National Police Promotion Framework Step 4 - work based assessments, will they continue to receive their payments?**

No, the payments would cease as the individual would be paid at the first point of the higher rank into which they are temporarily promoted. In that way they would gain increased remuneration for the temporary promotion. Should they be unsuccessful at Step 4 work based assessment and revert to the previous rank, then they would be entitled to payment commensurate with their previous pay scales.

**5. This force expects our already OSPRE<sup>®</sup> Part II qualified officers to go through National Police Promotion Framework Step 3, but we don't expect them to undertake NPPF Step 4 (Work Based Assessment). However we do expect them to undertake National Occupational Standards. Is this possible?**

A force can require its officers to undergo training, irrespective of which career path is being taken to promotion. A candidate can be qualified at OSPRE<sup>®</sup> Parts I and II, and still be required to undertake National Police Promotion Framework Step 3. Whilst a candidate cannot be required to undertake NPPF Step 4 as a part of their promotion process, a force can require candidates to undertake the NOS or other training and development in accordance with the promotion policies for that force. Indeed, a force could be criticised for not offering the same development or training opportunities to qualified officers, as they would to officers who entered the NPPF at Step 1.

**6. I work part time, how can I be expected to complete my NOS in 12 months?**

This matter is dealt with in full in the National Police Promotion Framework Operating Manual. Candidates working part time would complete the NOS on a pro rata basis. For example, if a candidate worked 20 hours a week as opposed to 40 hours a week then the period for that candidate to complete the NOS would be doubled. Similarly if a candidate takes a career break or maternity leave, then the period is suspended and would commence again on the candidate's return to duty, taking account of any changes to duty hours on return. Consideration would also be given academically to any evidence or examples already provided to ensure currency.

**7. Where do I find out about the National Police Promotion Framework?**

Persons wanting to find out more about the National Police Promotion Framework should go to <http://www.npia.police.uk/promotions>

Links to relevant documents and points of contact can be found here.

**8. I am a HPDS officer. If I am in a National Police Promotion Framework force, do I do National Police Promotion Framework or OSPRE<sup>®</sup>?**

HPDS officers can take part in the National Police Promotion Framework. They have to undertake and be successful at Steps 1 (which in this case would be the HPDS selection), 2 and 4 of the process, including undertaking work based assessment and completing National Occupational Standards at Step 4. There is no guarantee of substantive promotion at the conclusion of Step 4. The main difference is that HPDS officers are allowed to bypass Step 3. This is replaced by the HPDS officer being deemed ready for promotion under the HPDS. This is covered in the National Police Promotion Framework Operating Manual section 10.

## **OSPRE<sup>®</sup> Parts I and II - FAQ**

### **1. Has the legality of the 5 year life span for the Part 1 examination been considered? Is it liable to be challenged at any point?**

The 5 year validity period is legal, but please refer to the general principles on page 1 of this document to see how they work in practice. Provisions are made within the entire Framework to ensure that no rule is applied in a way which might be discriminatory. For instance there are already provisions in place which allow for Maternity and Pregnancy.

### **2. I have passed OSPRE<sup>®</sup> Part I and my force has transferred to National Police Promotion Framework, what do I have to do?**

Your force will ask you to make a 'one off' choice between continuing with the OSPRE<sup>®</sup> Part II route or transferring to the National Police Promotion Framework route. You can choose to remain within OSPRE<sup>®</sup> and in doing so retain the right to take OSPRE<sup>®</sup> Part II three times within your five years of eligibility. Alternatively, you can also choose to enter the National Police Promotion Framework at Step 3. This is a once only choice for you to make and your decision cannot be reversed. It is your choice and not the choice of your force. The choice is yours even if you have taken OSPRE<sup>®</sup> on previous occasions before your force adopted the National Police Promotion Framework. If you have been unsuccessful at OSPRE<sup>®</sup> Part II on three occasions, or your five available years has elapsed, then your route to promotion will revert to Step 1 of the National Police Promotion Framework.

### **3. How many attempts at National Police Promotion Framework Step 3 can I take?**

If you take National Police Promotion Framework Step 3 and are unsuccessful then you should be given feedback and a development plan to prepare you to take National Police Promotion Framework Step 3 again. You may take National Police Promotion Framework Step 3 throughout your five years of eligibility from the date you passed the OSPRE<sup>®</sup> Part I examination. The number of times you can do this may be influenced by the frequency of the Step 3 being advertised in your force, and the contents of any development plan that you may have been given. Once you reach the stage where you have none of your five years of eligibility left, then you cannot take National Police Promotion Framework Step 3 again and will have to revert to Step 1 of the National Police Promotion Framework process, with feedback and a development plan again forming part of the process.

**4. I don't want to do the National Police Promotion Framework, and want to do OSPRE®. Can I still do OSPRE® if I choose to?**

You can if you already have a valid OSPRE Part® I pass. You can take OSPRE® Part II but would have to secure a position at the next rank which means joining the National Police Promotion Framework at Step 3. Being an OSPRE® qualified Sergeant or Inspector means that on passing Step 3 you would be promoted and your force cannot require you to undertake work based assessment, unless achievement of the National Occupational Standards forms part of your training and development during your probation or induction period. A force can also require you to undertake the Core Leadership Development Programme (or equivalent). This will ensure that all newly promoted officers receive the same training and development opportunities.

**5. I am qualified by OSPRE® Parts I and II and am transferring to a National Police Promotion Framework force. What do I have to do?**

On arrival at your new force you would have to secure a position at the next rank which means joining the the National Police Promotion Framework at Step 3. You are eligible to take part in the next Step 3 process in that force and if successful would be promoted like any other OSPRE® qualified officer. If you are unsuccessful you can apply for Step 3 again, taking account of any feedback or development plan put in place.

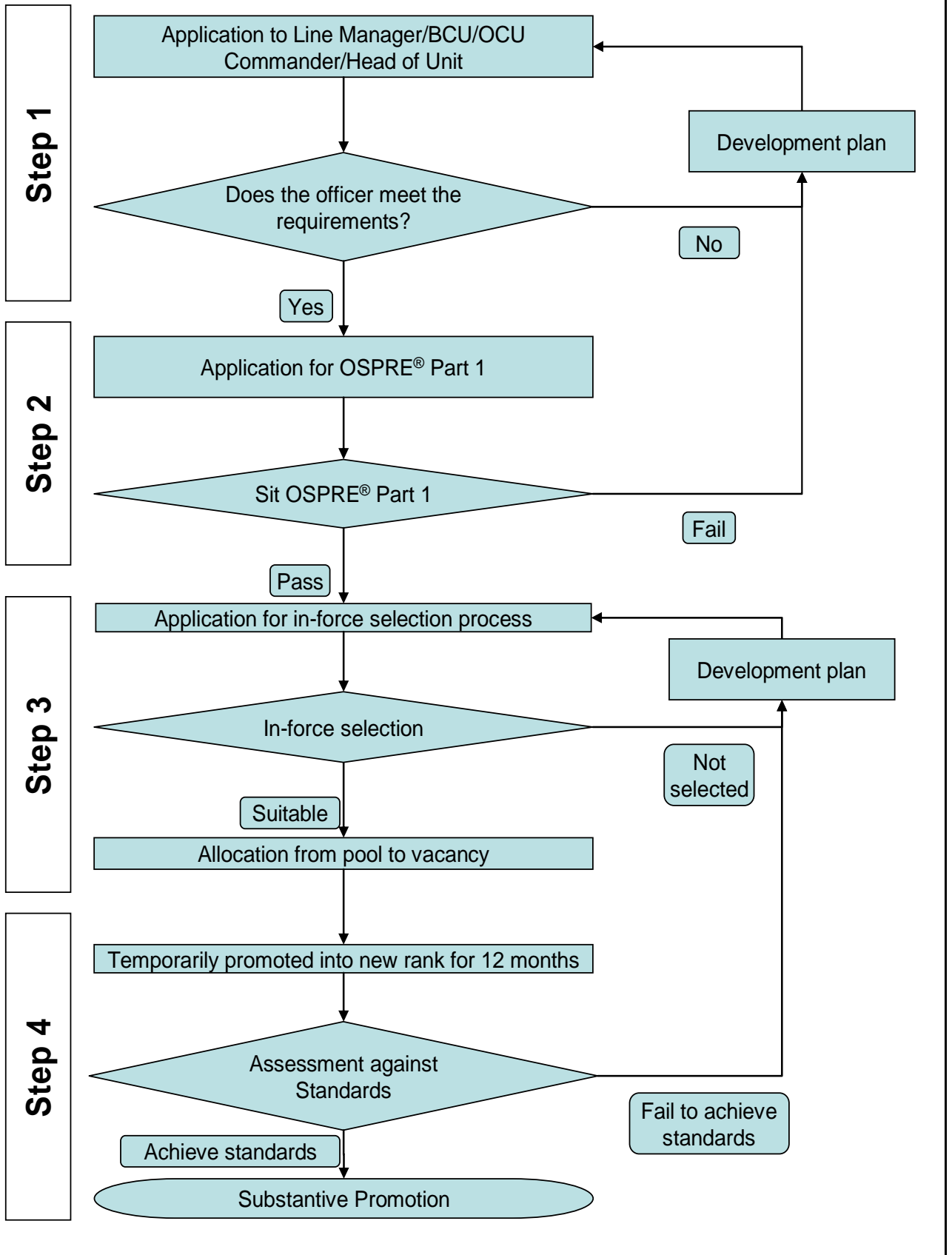
**6. Candidates in NPPF forces are only allowed five years from passing NPPF Step 2 (OSPRE® Part I) in which to be successful at NPPF Step 3. What about candidates in NPPF forces who have already passed OSPRE® Part II, are they also only allowed five years from their OSPRE® Part I pass in which to be successful at Step 3?**

No - once a candidate has passed OSPRE Part II they are qualified to the next rank and there is no route back to OSPRE Part I for those individuals.

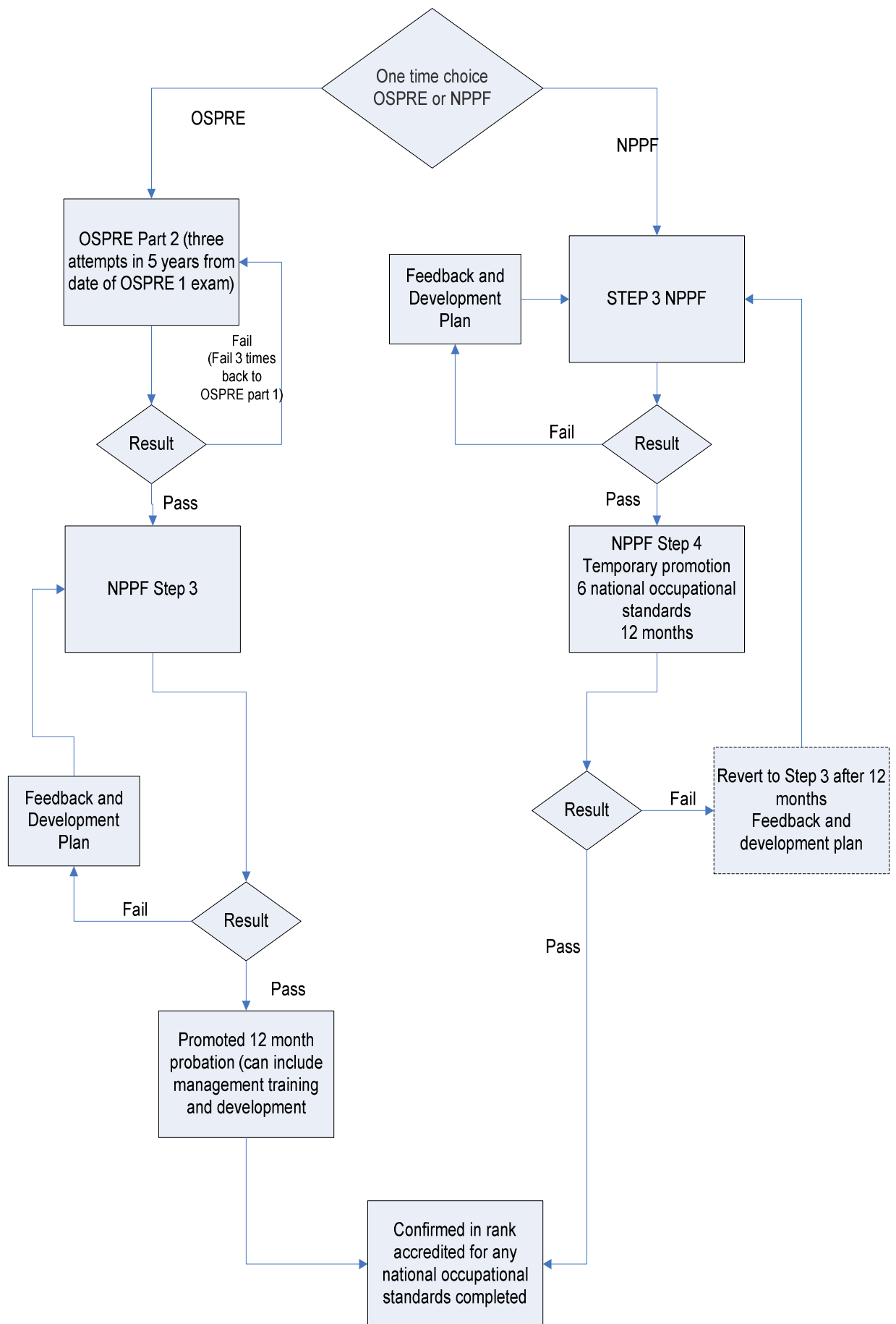
**7. Does that mean that OSPRE Part II pass holders are allowed more than five years in which to pass through Step 3 of the NPPF?**

Yes - OSPRE Part II passholders have an unlimited time in which to pass through Step 3.

### 7. NPPF flowchart



Part 1 OSPRE Qualified



## Part 2 OSPRE Qualified

