



Promotion Following Misconduct Policy

Supporting Documents

- [Police \(Conduct\) Regulations 2020](#)

Policy

1. Introduction

- 1.1 This document details the force's policy on the promotion of staff following misconduct proceedings.
- 1.2 In respect of police officer promotions, whether temporary or substantive, to the ranks of sergeant and inspector, they must be carried out in accordance with the National Police Promotion Framework (NPPF) and within the confines of the College of Policing NPPF Operating Manual. In this particular circumstance this policy should be read in conjunction with these documents.

2. Statement

- 2.1 When an officer or member of police staff is subject to substantiated misconduct proceedings or formal UPP they will not be eligible for promotion until their misconduct sanction is 'spent' or the formal UPP has been satisfactorily concluded. This applies to 'acting' duties and temporary promotion subject to Work Based Assessment (WBA), duties can be removed or paused.
- 2.2 For an officer, a final written warning remains 'live' for between 2 and 5yrs based on the duration specified at point of sanction. Written warnings remain "live" for 18 Months. These are the periods specified in Police Regulations.
- 2.3 For police staff, a final written warning remains 'live' for 18 or 24 months dependent on its duration at point of issue and a written warning for 12 months.
- 2.4 For the purposes of this report, formal UPP is considered to be Stage 1 and above (relevant for both officers and staff). The UPP will be considered as 'concluded' upon the expiry of the Written/Final Written Improvement Notice.
- 2.5 Where an officer or member of police staff is reduced in rank the Deputy Chief Constable will decide the length of time until eligibility for promotion can be considered.

2.6 In the event any officer or member of staff believes they have an exceptional case that would justify stepping outside of this policy, the final arbiter is the Deputy Chief Constable (the function may be delegated to the HR Head of Profession).