

Committee(s): Police Professional Standards and Integrity Committee	Date(s): 20 th January 2021
Subject: Officers on Temporary and Acting Promotion	Public
Report of: Commissioner of Police	For Information
Report author: CoLP HR Directorate	

Summary

The Committee received a Report of the Commissioner of the City of London Police concerning Officers on Acting and Temporary Promotion at the meeting in November 2020.

The Assistant Commissioner explained that the number of Officers on acting and temporary promotion was significantly higher than the historic norm due to the Force waiting for the shape of the Transform Model to be concluded in early 2021. Currently, when vacancies have arisen, the Force have turned to internal recruits as this is the best way to ensure it was in good shape to roll out the new model quickly and effectively in 2021; the Assistant Commissioner anticipated that, once the model was in place, the numbers in the Report would decline, as the Force reverted to normal methods of application and recruitment.

This report details where the force still has officers Acting and Temporary ranks and the promotion processes taking place over the next few months to reduce this number.

Recommendation

It is recommended that Members note the report.

Current Position

The table below details the number of officers we have Temporarily promoted and Acting at each rank within each Directorate.

	BSD	Crime	ECD	I&I	UPD	Total
Sgt			6		4	10
Insp	1		2	2	2	5
Ch Insp		1	4	2		7
Supt		2		1*		3
Ch Supt		1				1
Cmdr	2					2
Total	3	4	12			30

* Please note this officer is working with the NPCC on their Equality and Inclusion strategy. This secondment was advertised as a Temporary Promotion process by the NPCC however funded by the officer's Home Force.

There are currently 30 officers temporary promoted to a rank higher than their substantive rank. As at the end of December 2020.

The recent Sergeants promotion process concluded in November 2020 and yielded 32 successful candidates. These officers will be posted to those roles that have been identified as remaining in the new Target Operating Model (TOM) following the Transform programme. Some of those successful officers will be placed on a select list and posted to Sergeant vacancies as they arise.

This will reduce the number of officers temporarily promoted at this rank, UPD (Local Policing as per the new TOM), positions have been finalised as the first Directorate to go-live with their TOM and therefore officers will be posted accordingly.

Following the Inspector Exam that took place in the Autumn and the results that were released in December 2020, a promotion process for this rank will launch in January 2021 which will reduce the number of officers temporarily promoted at this rank.

For the ranks of Chief Inspector and Superintendent the force are not looking to launch a promotion process until the final TOM is agreed as many of the officers temporary in these ranks are undertaking the roles due to officers that have recently left the force and/or working on a full time project where they are unable to meet the demands of both of the roles.

The Force recently completed a Chief Superintendents process, and the role in Crime will not exist once the new TOM is in place. As this merges with other areas of the force.

It must also be noted that all Temporary Promotion requests are submitted to Strategic Workforce Planning to ensure that the requirement is justified and it cannot be managed in a different way. Temporary promotions are filled with internal officers via a selection process.

Future State

As detailed above there are promotion processes in place for the ranks of sergeant and inspector. With consideration being given to the requirement of promotion activity once the new TOM is finalised. Therefore reducing those officers that are temporarily promoted.