

Professional development review (PDR) - Purpose and benefits

PDR is a versatile tool that can be configured and presented in a number of ways. There are many benefits to the PDR process for individuals and organisations. This is not an exhaustive list of how PDRs can be used and it will not apply to everyone. Differences exist between police officers and staff, as well as between forces.

The central purpose and benefit of PDRs is to facilitate regular, honest and open conversations between you and your line manager. Some of the other purposes and benefits of PDR are discussed below.

Self-awareness

A central purpose of the PDR process is to provide individuals with the opportunity to reflect on their own development. PDR encourages individuals to be reflective and to improve their own self-awareness. This skill should be continuously maintained and enhanced to support an individual's professional development.

Career development

PDR is an opportunity for individuals to discuss future career aspirations. They can then, ideally with their line manager's assistance, identify future learning and development needs and produce short-, medium- and/or long-term plans to help them reach their goals.

Talent management

This process is about identifying, supporting and developing individuals' talents. The overall goal of talent management processes is to facilitate high-performing 'learning' workplaces that contribute to organisational goals and objectives. They can also be used to aid local succession planning. PDR links into this process by recognising individual performance and aspirations.

Building a key relationship

The relationship between an individual and their line manager is critically important. Key to this are open and honest PDR conversations that support, develop and benefit both parties, as well as their force.



Setting objectives

PDR objectives most often take the form of SMART targets that outline specific goals. They might be based on personal aspirations, team or department priorities, or mandatory objectives set by a force. Regular PDR conversations allow you and your line manager to review your PDR objectives and monitor your progress, contribution or development against these objectives.

Continuing professional development (CPD)

CPD is a cycle of learning activities and reflection that helps to maintain or enhance professional knowledge and skills. PDRs are a place to record and review what CPD you have done and how you have applied it. They also provide a place to identify future activities and opportunities.

Recruitment and selection

Some forces have a policy determining that eligibility to apply for a role vacancy or secondment should be based on an individual's current PDR rating or evidence. If such a policy is in place, it is likely that a 'satisfactory' (or equivalent) rating will be the eligibility benchmark.

Promotion

PDR meetings are a really good opportunity for individuals to talk with their line manager about how their current performance and achievements compare with relevant promotion criteria or future aspirations. PDR evidence can also be used to inform promotion panel decision making for some roles.

Pay progression

Police regulations identify a link between an individual's performance, as recorded in their PDR, and pay progression for constables, sergeants and inspectors. Click [here](#) to find out more.

Unsatisfactory performance procedure (UPP)

PDR may provide evidence that can be used within the UPP process. It can also act as a place where management interventions coming out of the UPP process can be recorded. To find out more about the Police Conduct Regulations, follow this link to the [Home Office guidance](#).

PEEL inspections

PEEL inspections include a core legitimacy question, 'How well does the force treat its workforce with fairness and respect?' One of the ways that forces can demonstrate this is through their PDR process. Inspections identify thematic areas for improvement in relation to PDR, such as developing consistency, supporting line managers and addressing individuals' poor perceptions of PDR.

Practice requiring improvement (PRI)

In some instances, PDR could be used as a place to record any management interventions and development needs, including those identified through the reflective practice review process as part of PRI. To find out more about the Police Conduct Regulations, follow this link to the [Home Office guidance](#).



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