

Date: 11th August 2021

Our Reference: FOIA-2021-079

RE: Your request for information under the Freedom of Information Act 2000

I write in response to your Freedom of Information Act 2000 ('FoIA 2000') request, dated 21/07/2021.

Decision

When a request for information is made under FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant. If a public authority decides that the information should not be disclosed because an exemption applies, it must, under section 17(1) cite the appropriate section or exemption of the Act and provide an explanation for relying upon it.

In line with section 1(1) of the FoIA, I can confirm the College **holds some information** relevant to your request. For ease, each part of your request has been dealt with separately below:

1. We need to ascertain what approximate salary increase an officer (employed by Gwent Police, in case this affects your answer) could have expected to receive if she were promoted from a Constable to a Temporary Sergeant, and then subsequently to a Sergeant, at some time between 2014 and 2015. (The officer in question would have joined the police as a Constable before the 1 April 2013.) We understand that there may not be a significant difference in salary between that of an experienced Constable and that of a newly appointed Sergeant, but it would be helpful to have clarification on this point.

Is the College able to comment on this – or alternative to provide us with disclosure of national guidance on Rank Pay Scales from 1 September 2014, or Gwent Police's own equivalent guidance from that period?

No information held.

2. Similarly, we need to ascertain what approximate salary increase an officer could have expected to receive if she were promoted from a Sergeant to an Inspector in around 2017. If it all possible it would also be helpful to know how her salary would then have increased, year on year, if she had remained an Inspector for 10 (continuous) years.

Is the College able to direct us to any guidance that could assist us with this? Again, the officer in question is a serving officer at Gwent Police, but it may be that national guidance from this period would also help us to approximate what she would have earned.

No information held.

3. Is there a minimum number of years that officers are required to serve as a Sergeant – or, alternatively, that you think officers would generally be expected to serve as a Sergeant – before they can be considered for promotion to the rank of Inspector? (If your answers would differ depending on whether an officer was rising up the ranks a Constable or a Detective, we would be very grateful if you could explain how they would differ.)

Information held. Please see the College of Policing's [National Police Promotion Framework](#) (NPPF) operating manual. The NPPF operating manual contains specific information in two locations which may assist with **question 3**.

Firstly, Eligibility criteria - paragraph 3.7, page 13, specifies the eligibility requirements for candidates seeking promotion from police constable to sergeant and sergeant to inspector.

Secondly, Substantive promotion - paragraph 6.8, Page 31 specifies the considerations for promotion.

4. How many years – on average, or alternatively as a minimum – might it take for an Inspector to be promoted to Chief Inspector? Would 10 years be a reasonable estimate in the College of Policing's view? We recognise of course that not all Inspectors are ultimately promoted to Chief Inspector, but would be grateful for the purpose of your answer if you could assume that this is a talented officer who has shown leadership skills and accrued the necessary skills and experience to be considered for an available Chief Inspector position.

No information held.

5. Similarly, how many years (on average, or alternatively as a minimum) would the College expect an officer to have served as a Chief Inspector before being promoted to Superintendent (again, assuming that this is an officer with a particularly strong professional and personal record who is considered eligible for a promotion to this rank)?

No information held.

6. Are there any opportunities (perhaps for officers of more senior rank) to be awarded 'bonuses' or similar in addition to their salary, either during the course of their career, or on retirement? If so, can you provide us with any indication what an officer who successfully progresses up might expect to recover by way of bonuses over the course of their career?

No information held.

7. Could you please tell us whether (extended) periods of absence from work are taken into account when officers are considered for promotions, and/or for transfers – particularly if the rank they are being considered for is a senior one? Do (extended) periods of absence appear on an officer's personnel record?

No information held.

8. For completeness, are you able also to provide us with or direct us to a copy of Gwent Police's Rank Pay Scales guidance in place for every year **from September 2009 to September 2020**?

No information held.

9. Finally, are we correct in our understanding that – although Pay Scales are revised annually every September – this revision does not have any immediate impact on an officer's monthly salary if they are already midway through a year of service? So, for example, if an officer has started a role at a new rank in March of any given year – and in September of the same year, the starter salary for officers of that rank is updated by 1% - will her monthly salary increase by 1%, from 1st September, for the remainder of that year of service? Or will the new updated Pay Scales only affect her salary when she has completed that year of service and is due another formal pay review?

No information held.

Your rights can be found at the end of this letter.

Yours sincerely,

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Your right of review

Under the Freedom of Information Act 2000 you have a right to request an internal review if you are dissatisfied with our handling of your request. Review requests should be made in writing (by email or post) within 40 working days from the date of our original response. We will aim to respond to your review request within 20 working days.

The Information Commissioner's Office (ICO)

If, after lodging a review request you are still dissatisfied, you may raise the matter with the ICO. For further information you can visit their website at <https://ico.org.uk/for-the-public/official-information/>. Alternatively, you can contact them by phone or write to them at the following address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Phone: 0303 123 1113