

NOT PROTECTIVELY MARKED**BY E-MAIL:**request-206548-e01c811d@whatdotheyknow.com

12 May 2014

Dear Mr Roulston

HMICS Freedom of Information Request

I refer to your request dated 10 April 2014, under the freedom of Information (Scotland) Act 2002 (FOISA), for the following information:

In 2008 you published the 2007/8 HMICS report which contained comments in Chapter 3 about the mandatory selection requirements for senior police officers in Scotland.

"In an effort to standardise this approach and to ensure that the best leaders hold chief officer positions, Scottish Ministers have determined that the Strategic Command Course (SCC) is now a mandatory qualification for all chief officer appointments. This direction came into effect on 1 January 2008 and allows for common, consistent, transparent standards and processes for appointment to chief officer posts.

Qualification for a place on the SCC is dependent upon successful performance at the Senior Police National Assessment Centre (S-PNAC) process. Historically, aspiring chief officers in Scotland have not been required to take part in this rigorous, UK-wide selection process.

It is anticipated that new SCC graduates will fill existing and future posts across Scotland. Meantime, I note the extensive practice of non- SCC qualified officers holding temporary chief officer positions on an extended basis within a number of forces. I have expressed concerns about the cumulative impact of long-term temporary appointments on the operational effectiveness of Scottish policing, particularly in relation to handling critical incidents. At the end of 2007-08 almost a third of chief officer posts in Scotland are occupied by individuals who, whatever their merits, have not undergone formal, consistent training in strategic command. While we understand that such appointments are being made in the hope and expectation that temporary post-holders will be successful at S-PNAC in the autumn of 2008, we will continue to monitor the situation".

The report then goes on to say that we (HMICS) will continue to monitor the situation (with no specific details on how that monitoring will be achieved)

Could I please have details of any such monitoring that has been reported by HMICS to Scottish Government by HMICS in the intervening 5 year period to include formal/interim reports, briefing notes, emails, presentations, analysis of personnel records confirming both successful and unsuccessful attendance at said courses, financial projections of the costs of temporary promotions during that period together with associated projections of increased pension liabilities accruing from said temporary promotions, minutes from meetings where the matter was discussed etc.



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Our aim is to provide information whenever possible. However, in this instance, some of the information you have requested is not held by HMICS. According to our records and our Annual Report for 2008-09, page 14 comments on the subject:

The Scottish Career Development Service (SCDS)²¹ was introduced in 2008. Its purpose is to enhance leadership capacity and resilience in order to ensure that there are sufficient officers and staff to meet the growing leadership challenges at the top of the police service. As related in last year's report, the Strategic Command Course (SCC) is now a mandatory qualification for all chief officer appointments in Scotland. Qualification for a place on the SCC is dependent upon a successful performance at the Senior Police National Assessment Centre (S-PNAC). The comprehensive support and guidance provided by SCDS to senior Scottish staff selected to attend the S-PNAC contributed to the record success of nine Scottish police officers and one senior support staff from 20 initial candidates in 2008.

<http://hmics.org/sites/default/files/publications/HMICS%20Annual%20Report%202008-09.pdf>

I trust this information is satisfactory for you, however if you are unhappy with this response you may ask us to carry out an internal review, by writing to Mr Derek Penman at the address above. Your request should explain why you wish a review to be carried out, and should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt.

You have a right of appeal to the Scottish Information Commissioner if you are dissatisfied with our response. The Commissioners website has a guide containing the full details for this process (www.itspublicknowledge.info) or they can be contacted via the following:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464 610

Yours Sincerely

Joanna Drapper
Research and Inspection Support

