



Ministry
of Defence Police

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[REDACTED]
By email –
[REDACTED]

Our Ref: eCase: FOI2017/05525 RFI:133/17
Date: 29 June 2017

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: POST ROTATIONS

We refer to your email dated 19 May 2017, which was acknowledged on the same date.

We are treating your email/letter as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

- “1. A copy of any advice on MDP Career Management for Chief Inspectors from Civ Pers or any other advice not subject to legal privilege. In particular, advice received in respect of using the Post Rotation policy for career management. [HRBP - Glen McDermott]
 2. Minutes of any COG meetings in the past 4 years where Chief Insp/Supt post rotation was discussed as an Agenda item [PA to CC /DCC]
 3. Minutes and notes of meetings and or e-mails recording any advice given by HRBP regarding C/Insp/Supt post rotation 2017. [HRBP]
 4. Copies of e-mails between COG members relating to Ch Insp/ Supt Post rotation 2017 [COG members]
 5. No of times in the MDP that the mobility clause has been enforced against an officer's will to move them from an extant post
- ~ In the last 12 months
- ~ Last 3 years
- ~ Last 10 years

6. **Copy of any Force Career Development Scheme for Chief Inspectors or any other Force Career development Scheme**
7. **Copy of any Force Tenure Policy**
8. **Copies of all letters sent to Chief Inspectors and Superintendents regarding post rotation in the last 3 years (I understand that names and any other information that may identify the addressee will need to be redacted of course but also understand that the redaction process is outside the appropriate cost calculation) - [Workforce planning]**
9. **% of Chief Inspectors moved or proposed to be moved in the 2017 post rotation [Probably all below from Workforce planning]**
10. **% of Chief Inspectors notified that they will be moved or should expect to be moved within the period from 01 May 2017 to 01 May2018**
11. **% of Chief Inspectors moved or proposed to be moved in the 2016 post rotation**
12. **% of Chief Inspectors moved or proposed to be moved in the 2015 post rotation**
13. **Number of officers recruited on the basis that they will initially be posted to a specific location within the last 2 years. The response should show the number of different locations and the number of officers. It is not required to list the actual locations. For the avoidance of doubt this request is to show the number of times MDP has advertised for new recruits or transferees to fill specific posts eg the recent direct recruitment of officers into St Fergus. [Workforce planning]**
14. **The current number of Established Chief Inspector posts and vacancies in the MDP [Workforce planning or Ops]”**

A search for information has now been completed and I can confirm that information within the scope of your request is held.

1. **A copy of any advice on MDP Career Management for Chief Inspectors from Civ Pers or any other advice not subject to legal privilege. In particular, advice received in respect of using the Post Rotation policy for career management.**

Please see attached information at Annex A

2. **Minutes of any COG meetings in the past 4 years where Chief Insp/Supt post rotation was discussed as an Agenda item**

Please see attached at Information at Annex B

3. **Minutes and notes of meetings and or e-mails recording any advice given by HRBP regarding C/Insp/Supt post rotation 2017.**

Please see attached at Information at Annex C

4. Copies of e-mails between COG members relating to Ch Insp/ Supt Post rotation 2017

No information held

5. No of times in the MDP that the mobility clause has been enforced against an officer's will to move them from an extant post

~ **In the last 12 months** - There is no record of any Officer being force posted in the last 12 months

~ **Last 3 years** – There is no record of any Officer being force posted in the last 3 years

~ **Last 10 years** – No information held

6. Copy of any Force Career Development Scheme for Chief Inspectors or any other Force Career development Scheme

No information held. There are no Career Development Schemes within MDP

7. Copy of any Force Tenure Policy

Please see attached Information at Annex D

8. Copies of all letters sent to Chief Inspectors and Superintendents regarding post rotation in the last 3 years (I understand that names and any other information that may identify the addressee will need to be redacted of course but also understand that the redaction process is outside the appropriate cost calculation)

Please see attached information at Annex E. (Please note the letters have been redacted in accordance with Section 40(2) Personal Information.)

9. % of Chief Inspectors moved or proposed to be moved in the 2017 post rotation

The percentage of Chief Inspectors moved or proposed to be moved in the 2017 post rotation is 35%

10. % of Chief Inspectors notified that they will be moved or should expect to be moved within the period from 01 May 2017 to 01 May 2018

The percentage of Chief Inspectors notified that they will be moved or should expect to be moved within the period from 01 May 2017 to 01 May 2018 is 36%

11. % of Chief Inspectors moved or proposed to be moved in the 2016 post rotation

The percentage of Chief Inspectors moved or proposed to be moved in the 2016 post rotation was 25%.

12. % of Chief Inspectors moved or proposed to be moved in the 2015 post rotation

The percentage of Chief Inspectors moved or proposed to be moved in the 2015 post rotation was 33%

13. Number of officers recruited on the basis that they will initially be posted to a specific location within the last 2 years. The response should show the number of different locations and the number of officers. It is not required to list the actual locations. For the avoidance of doubt this request is to show the number of times MDP has advertised for new recruits or transferees to fill specific posts eg the recent direct recruitment of officers into St Fergus.

In 2015/2016 a total of 182 new recruits and 57 NEOFS were recruited to 20 specific locations. In 2016/2017 a total of 241 new recruits and 23 NEOFS were recruited to 20 specific locations

14. The current number of Established Chief Inspector posts and vacancies in the MDP

There are currently 40 complemented Chief Inspector Posts within MDP, 36 of which are currently filled. There are 4 vacancies

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, Ground Floor Zone D, MOD Main Building, Whitehall, London SW1A 2HB (email CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate the case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website (<http://www.ico.org.uk>).

Yours sincerely

MDP Sec Data Protection and Freedom of Information Office

Change of Work Location in the UK Understand Post Rotation

Introduction Manager

Introduction

The post rotation process provides you with the flexibility to fill a position on a level transfer basis without having to advertise the vacancy through the Civil Service Jobs (CS Jobs) recruitment process.

Updated	Details
05 September 2011	Rebranded.
03 September 2012	Minor amendments.
05 August 2013	Policy change to remove the requirement for an HR Form 214.
04 November 2013	Updated in line with representation of Recruitment policy and process.
19 November 2013	Stage 3 amended to include SCS Pay Band 1 and SCS Pay Band 2.
03 February 2014	TACOS amendments

Announcements

There are currently no announcements.

Manager

Stage 1 - Post Rotation

The post rotation process provides you with the flexibility to fill a position on a level transfer basis without having to advertise the vacancy through the Civil Service Jobs (CS Jobs) recruitment process. You may wish to seek advice from your TLB Director of Resources before proceeding as some TLBs have their own rules controlling the use of this facility.

Guidance - Post Rotation

Post rotation can be used under the following circumstances:

- To re-deploy an individual who is surplus or a Priority Mover.
- To appoint legacy Band D and Band B Assessment Centre passport holders on substantive promotion.
- To provide career development opportunities either on an individual basis or as part of a development scheme.
- To meet specific or changed business needs, including reorganisation.
- To comply with Departmental policy on tour limits (for example, some commercial or finance posts to mitigate the risk of irregularity arising from a protracted period in post).
- To effect the move of an employee who has sought a voluntary downgrading.

Rules applying to Post Rotation are:

- You must only use post rotation for level transfers (including the substantive promotion of Band B and Band D passport holders) except where an individual has sought a voluntary downgrading and the

Business has a suitable vacancy.

- You can use post rotation across TLB boundaries.
- You must not use post rotation to transfer large numbers of staff without competition, or for the continual shift of staff who are not being moved for developmental reasons.
- You may post rotate staff into a newly created position provided it results in a vacancy which must then either be filled by a surplus member of staff or a Priority Mover or advertised via the competitive vacancy filling process.
- You must not post rotate any employee into a post which would result in the employee becoming surplus.
- If a vacancy arises as a result of any post rotation action, that vacancy must be filled by a surplus member of staff or a Priority Mover or advertised via the competitive vacancy filling process.
- Unless the importing Line Manager specifies a minimum tour length for the appointment on Post Rotation (to be stated in the eventual appointment letter), the default minimum tour length will be 6 months.

It is important to note that the Department reserves the right to move an individual to another suitable position or from an existing position for business reasons, within the boundaries of their mobility obligation. In doing so managers must consider the impact on the individual on a case by case basis and may wish to seek legal advice before doing so.

Stage 2 - Interview Candidates

You are not under any obligation to interview potential Post Rotation candidates, especially if they are known to you, but if you consider this to be necessary you should follow the advice provided below:

- Check the individual has any essential or statutory qualifications, licences, languages or memberships required for the post.
- Make sure the individual holds the necessary security clearance for the post.
- Record the outcome of the interview(s) and provide candidate feedback.

Guidance - Interview

If you do decide to hold an interview you should give the candidate at least 2 clear working days notice of the interview. If conducting the interview by phone, you must advise the candidate to arrange a quiet room in which to take the call, allowing them privacy and appropriate conditions in which to present themselves to their best.

You must make sure that the questions asked during the interview are based entirely on the skills and competences required for the job, therefore testing the candidate's suitability for the specific duties of the role.

Where you have identified more than one suitable candidate you must assess all candidates in the same way, in accordance with the Policy. You must not favour or discriminate improperly in any way. Where more than one candidate has been assessed as acceptable you must record their position in the relative order of merit as you may later need to offer the post to a reserve candidate.

If a candidate meets the essential criteria for the post but has gaps in experience or competence, you may still choose to accept the candidate with some areas for development.

Stage 3 - Selection of Candidate

If you select a candidate for a Post Rotation you must:

- Obtain approval at SCS Pay Band 1 (1*), Agency Chief Executive or Head of Establishment level (or at SCS Pay Band 2 (2*) level in the case of cross-TLB moves).
- MDP Officers and Managers - approval must be obtained from the divisional commander or Head of Department.
- Make a provisional offer in writing.
- If the candidate accepts the offer you must complete **HR Form 020a: MOD Post Rotation and Compassionate Post Rotations** and forward to DBS Civilian Personnel for formal appointment action.

If the offer is refused, you can choose to offer the post to a reserve candidate.

Guidance - How to make an appointment

You should agree a start date with the candidate and their exporting Line Manager and then send a completed **HR Form 020a: MOD Post Rotation and Compassionate Post Rotations** to the DBS Civilian Personnel Non-Standard Appointments Team. They will check that the required level of security clearance is held by the candidate (and if not arrange clearance accordingly) before issuing the posting notice and updating HRMS.

Guidance - Mobility Status

You must be mindful of the mobility status of various grades before considering an employee for a post rotation and must consider the following guidance before taking any action:

- Full time staff at Band D and above, and all full-time MDP Officers, have a full mobility obligation, which renders them liable to transfer to any MOD location in the UK or abroad, unless the individual has been granted a Mobility Waiver and to transfer to any other Government Department within their travel-to-work;
- Staff in Band E, all Skill Zones, Apprentices, and all part-time and casual staff (regardless of grade), have a minimum mobility obligation (known as non-mobile). This means that they are liable to temporary detached duty and can be transferred locally (i.e. within the travel-to-work area) to other suitable employment including employment with other Government Departments within reasonable travelling distance. For further information on reasonable daily travel refer to **Changing Location - UK**.
- Staff in grades assimilated to the Broader Band structure, who previously had a minimum mobility obligation and retain it as a reserved right continue to do so, as do staff who have a reserved right to a full mobility obligation.
- You will need to check whether any employee earmarked for a Post Rotation has a limited mobility waiver.
- MDP Officers and Managers - MDP have a full mobility obligation.

OFFICIAL -SENSITIVE

COG MINUTES

4TH JANUARY 2017

09:33 – 12:49 HRS

<p>Item 13</p> <p>Superintendents' Postings</p>	<p>COG was joined by [REDACTED] for this process.</p> <p>Material was supplied in support of the decision making and the decisions were recorded based upon these. A letter will be sent to each of the Superintendents today informing them of the posting decision and rationale.</p> <p>This process will be undertaken in January of each year from now on and CORP will provide assurance that a consistent approach to transfer terms.</p> <p>Of the vacancies filled one remained vacant (HQ Ops post) This will be temporarily filled following a selection process and more permanently filled once the outcome of IPR and HQ Review was clear.</p> <p>Improvements going forward will be to link into career developments/pathways and assign 'weighting' of posts for candidates.</p> <p>The requirement for a Superintendent / Ch Insp 'professional development' post in CO (RP) portfolio is to be revisited.</p>
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MDP-FOI-DP (MULTIUSER)

From: [REDACTED]
Sent: 25 January 2017 09:29
To: [REDACTED]
Subject: RE: 20170124 - Post Rotation

Tracking:

Recipient	Read
[REDACTED]	[REDACTED]

[REDACTED]

I am happy to produce a FOSN re Post Rotation however, the MOD policy document does say "You must not use post rotation to transfer large numbers of staff without competition, or for the continual shift of staff who are not being moved for developmental reasons."

It does go on to say

"It is important to note that the Department reserves the right to move an individual to another suitable position or from an existing position for business reasons, within the boundaries of their mobility obligation"

Reading this I think MDP needs to be very careful about how they use this policy. It is clearly not for large numbers, large being open to interpretation, and I think you would have to objectively justify that each move was for developmental reasons. I am not sure this can be done – did all of the individuals involved have one to one interviews and have an opportunity to express their preferences , explain personal circumstances etc. The Civ HR policy lead had suggested obtaining legal advice if they wish to rotate large numbers

Are you content we tow the party line? If so I will draft FOSN accordingly. Or would you like me to seek further advice.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 27 January 2017 11:07
To: M [REDACTED]
Cc: M [REDACTED]

Subject: RE: 20170124 - Post Rotation

In terms of secondees [redacted] has in hand a draft FOSN which will reiterate requirement to follow MOD policy (including relevant link). I've asked her to check with [redacted] to ensure there are no other police specific nuances that need to be included in the FOSN and then will be good to publish.

In terms of post rotation, I agree it would be helpful to reiterate MOD policy on post rotations. This is a frequent event for police officers so less of an issue but much less frequent with civilian support staff.

In the same vein as for secondments can you please draft a FOSN to reiterate policy/process for post rotations.

Looking ahead as a separate piece of work, can you please cross-check with [redacted] team the programme of work they have in hand to review extant HR policies across the Force (e.g. PRGs, FOSN, MDP specific etc) and timeline and then consider, as an interim measure, what policy/processes we could usefully remind staff of over the coming months that they are likely to use/be affected by.

Regards

From: [redacted]
Sent: 24 January 2017 09:14

Subject: FW: 20170124 - Post Rotation

I will happily sign this for [redacted] but before I do can someone explain why, once again (recent issue about secondees), we are not following MOD processes?

It seems to me that Workforce Planning need to issue some guidance to managers pointing them in the direction of a variety of processes/forms/approvals to make sure we stop tripping up.

From: [REDACTED]
Sent: 09 January 2017 10:47
To: [REDACTED]
Subject: RE: Post Rotation

[REDACTED]

As per the standing current Understanding Post Rotation Guidance it is clear that:

- You must not use post rotation to transfer large numbers of staff without competition, or for the continual shift of staff who are not being moved for developmental reasons.

I assume there is fair number of CIs in scope of the post rotation exercise. However, that is almost instantly followed by:

It is important to note that the Department reserves the right to move an individual to another suitable position or from an existing position for business reasons, within the boundaries of their mobility obligation. In doing so managers must consider the impact on the individual on a case by case basis and may wish to seek legal advice before doing so.

In my opinion I would say the MDP can Post Rotate if they are determined to do so, but they if they are rotate a large number of Supts and CIs they may want to get the legal position agreed in the first place.

Hope this helps, but happy to discuss further if needed.

Thanks,

TENURE REVIEW

European Convention on Human Rights.

1. This procedure is not believed to affect or potentially affect the rights of individuals under the European Convention on Human Rights.

Introduction

2. Whilst this policy is aimed specifically at MOD Police officers, the underlying principles should be used as a guide when promoting and posting all other Agency staff. In particular, in relation to posts that have cash handling or contractual responsibilities tenure should be considered to reduce the risks of fraud.

3. This policy is in line with ongoing MoD policy developments relating to civilian staff tenure of post. It is also broadly consistent with Home Department Police Force practice. One of the responsibilities of the Agency is to enable the career development of all our staff. Career Development is a shared responsibility between the individual, line managers, personnel managers and the Agency. To achieve our aim, we need effective career management systems and individuals and line managers who take the initiative and share responsibility for professional development. A Tenure Policy is an essential tool for the organisation in offering development opportunities to officers, but it is only one part of the overall strategy.

4. Career development systems, such as managing tenure of post seek to balance the needs of the Agency (with particular reference to the need to balance skills, experience and resources throughout specialist posts) with the needs and aspirations of individual officers. For this reason, the policy sets out overarching principles, but will be applied individually.

5. There are many benefits associated with managing tenure of posts as it helps to:

- a. Ensure a wide variety of skills and knowledge across the Agency.
- b. Prevent stagnation in performance/outlook.
- c. Encourage career planning by both individuals and line managers.
- d. Create opportunity for all.

- e. Ensure that officers aiming for higher ranks gain breadth of experience.
- f. Ensure, in conjunction with other Agency strategies, that posts are filled.
- g. Allow fresh and renewed thinking to be brought to departments and posts.

6. However, these benefits must be considered in the light of individual circumstances, weighing up the various factors that affect the posts and the individual in question. It is important that the whole career management process remains open, honest, flexible and equitable. This policy should be applied consistently and fairly in accordance with the Agency's commitment to equal opportunities.

7. Tenure of overseas postings is decided on an individual basis. This is covered within the MDP External Secondment Policy.

8. Defence Council Instruction (General) 189/01 gives guidelines to the management of posts, where there is the risk of fraud through a protracted period in the same post. Examples of such posts might include those in regular contact with MOD contractors or sub-contractors, especially where non-competitive procurement is prevalent, and the management of cash accounts or stores. Line managers should consider whether a move of individual post holder is appropriate.

9. **Different types of post**

HM Inspector of Constabulary's guidelines on tenure proposed the following definitions in relation to the main areas of policing activity:

- a. Core Policing
A post that is predominantly concerned with work within the core policing objectives of the force and is likely to include regular contact with victims, witnesses and the public.
- b. Core Specialist Policing
A core policing post requiring further development of core skills, or acquisition of further skills in order to undertake particular duties.
- c. Specialist Policing
A post requiring training and skills that are unique to the position;
and
A post where there is limited opportunity to deal regularly with victims, witnesses, offenders and the public;

and

*Where the tasks are particularly diverse from core policing;
or*

*Where prolonged exposure to the type of work involved in
the post may adversely affect the officer's perception of the
overall objectives of the force.*

10. These definitions have been used to identify posts within the Force. This information for different posts/ranks is listed at Annexes **A** (Constables), **B** (Sergeants), **C** (Inspectors), **D** (Chief Inspectors), **E** (Superintending ranks). For the purposes of this policy the term specialist post refers to posts that fall under the categories of both Core Specialist Policing and Specialist Policing.

11. Principles of the Tenure Policy

Appointments to posts will be made to meet the business needs of the Division and Department and to enable the development of individuals. Agreed minimum tenure periods are normally desirable to ensure stability for the organisation and individual and a return on investment in training and development. Regular review of the posting is desirable to examine whether it continues to be in the interests of the organisation, the team and the individual for an officer to remain in post for a further period of time.

12. The policy seeks to ensure an overall consistency of approach, but recognises the need for flexibility to meet the differing needs of individuals and different organisational requirements.

Lengths of Tenure

13. All officers transferred to new posts, whether on promotion / demotion, as a result of a grade-managed move, following success in an advertised vacancy competition, or as a result of a redeployment exercise, or as a new recruit or Home Office transferee, will normally be expected to serve for a minimum of three years at their new station before they will be eligible to apply for another position at the same rank. Postings will not routinely be reviewed as described at paragraph 17 until five years have been served in post, unless the post falls into a category described at Annex F.

14. The only exceptions to the completion of a minimum tour length would be if the officer was moved on promotion, for disciplinary reasons, PSD service confidence procedures, for organisational reasons, for exceptional welfare reasons or if the station was subject to a redeployment exercise, as defined in paragraph 20.

15. Where it is known at the time of posting that the duration of the appointment will be less than three years, it will be indicated in the letter of appointment, i.e. if the post is of limited duration or if the

officer has less than three years left to serve in the Force.

16. The tenure period will be reviewed by the Personnel Management Authority (HQ or Divisional PMAs) in accordance with paragraph 17. When an officer's period of tenure is extended, the length of the extension will be communicated to the officer and recorded in their registered Personal File.

17. Tenure Review

In order that there is assurance that the needs of the organisation and of the individual continue to be met, all postings are to be the subject of periodic review at five year intervals, with the exception of specialist posts listed at Annex F, that are to be reviewed at alternative intervals. The PMA are to maintain a suitable record of postings to facilitate periodic reviews. (Note: information to support these records is available through HRMS).

18. Periodic reviews will take account of the following factors:

- a. The need to retain particular specialist skills to support operational performance - account must be taken of the expertise and performance levels displayed by an individual together with their personal development needs. These must be weighed against the organisational benefits of the same skills being utilised elsewhere within the Agency.
- b. The needs and abilities of officers approaching retirement.
- c. Special welfare or medical cases.
- d. The views of the individual.
- e. The need to retain an officer to complete a project or investigation.
- f. The need to facilitate the smooth transfer of duties between redeployed staff.
- g. The need to have a turnover of staff to facilitate career development.
- h. The availability of alternative postings.

19. The Line Manager is to interview the officer concerned to determine their future career aspirations, together with any other information the officer considers relevant to their future posting. Depending on timing, it may be possible to combine this interview with either the mid-year or end-of-year PDR discussion. The record of

interview is to be retained on the officer's registered personal file. The PMA will conduct a follow up interview if appropriate to the individual circumstances. Based on all the information available the Line Manager, in consultation with the Divisional Commander / Head of Department and PMA, will determine whether the posting is to be reviewed in a further five years (or alternative if appropriate) or whether posting action is needed.

20. Reduced Periods of Tenure

Upon appointment to a post, an officer will normally be expected to complete the minimum period of tenure, as outlined in para 4, unless there are exceptional circumstances. Line Managers may, in consultation with Divisional Commanders/Heads of Department and PMA, agree to reduce periods of tenure where one of the following criteria applies:

- a. Promotion.
- b. Disciplinary reasons.
- c. PSD service confidence procedures.
- d. Significant organisational benefits will result from deploying the officer elsewhere within the organisation. This includes cases where an officer has shown potential to rise through the ranks and more frequent movement would help facilitate that progression or where they possess specialist skills which are relevant to the role applied for.
- e. Documented exceptional welfare reasons that the officer could not reasonably have predicted at the time of accepting the appointment.
- f. Redeployment exercises.

21. An officer, who wishes to apply for an alternative posting but has not completed the minimum tenure period for their present post, should submit a written request, via their Line Manager who must consult the Divisional Commander/Head of Department. Such applications must be given full consideration. Where the applicant does not fulfill one of the criteria in Paras 20 a - f above, the application will be marked as 'Not Supported'.

22. Where a 'Not Supported' application is made for a post a copy of the application will be retained on the officer's registered personal file and the original forwarded to the applicant via their line manager.. A 'Not Supported' application will normally only be considered where overriding organisational needs exist and there are no other suitable

candidates for the post applied for.

23. The decision will be based upon a global view of performance and the balance of skills to obtain greatest benefit for the Agency. The presumption will be in favour of the applicant completing their minimum tenure other than in exceptional circumstances.

24. Maximum Release Periods.

Managers will be expected to provide an undertaking that, if an applicant for an advertised vacancy or volunteer for a transfer is successful, then they will be released to take up their new appointment within a fixed period of time. In cases of selection through the advertised vacancy process, voluntary transfers and promotions, the maximum release period will be 8 weeks from the date that the officer is informed of their success. Shorter or longer release periods will only be allowed in cases where there is mutual agreement between the importing and exporting Divisions or HQ branches, and in full consultation with the officer concerned. Officers need to be aware that operational and organisational needs will be the key factors in reaching a decision on release dates.

25. In cases that have reached an impasse and where both sides are within one portfolio area, the portfolio holder (i.e.: COS, DDO, DOS, DRP, DPD) will arbitrate. Where the impasse is between two portfolio areas the portfolio holders will discuss the matter and if it remains unresolved then DPD will arbitrate.

26. For postings to stations where a DV clearance is required, it may not be possible to meet these targets, although it is expected that these stations should be able to provide gainful employment for officers within the bounds of an SC clearance until the DV certificate is issued.

Promotions

27. Officers would not normally be promoted in to Senior Police Officer (SPO) roles. Whilst it is desirable for organisational resilience for promotions to be made into operational core policing roles, this does not preclude promotion into specialist posts. Decisions on the appropriateness of promotion postings will be made by the PMA primarily on business needs, but taking into account individual preferences, previous experience, available posts and the needs of line management.

Principles of the Selection Policy

The organisation must seek to make the appropriate appointments best utilising the skills and abilities of our staff. Selection procedures must be fair, complying with the law and policy and must be

transparent. Consistently applied fair selection procedures will enhance confidence in the system.

28. There will be occasions when legitimate exceptions are made to meet an imperative organisational need or an individual career development need. In the case of such selection decisions they must be fully substantiated and documented in the selection matrix.

29. A Job Profile should be produced by the line manager whenever a post needs to be filled and will define the levels of competencies and technical skills required to adequately perform the job. The Job Profile will be the standard against which all selection decisions are made.

30. Advertisement Procedure for MDP Vacancies

Vacant posts will in the first instance be advertised in Weekly Notices. The advertisement will contain:

- a. The minimum tenure for the position, and any maximum if applicable.
- b. The level of competencies and technical skills required to adequately perform the job.
- c. The closing date for applications.
- d. Any special conditions attached to the job.

31. Divisional Commanders/Heads of Department **MUST** seek and obtain authority from MDPGA HQ Head of Personnel before advertising posts by any other means, including internal station and Divisional Notices. This authority will only be given under exceptional circumstances.

32. Officers will make written application to the PMA specified in the job advertisement to be considered for the post. The selection decision will be made by assessing applicants against the competencies and technical skills in the role requirement. Account will also be taken of an officer's PDR's, their personnel/professional development and discipline record.

33. Selection by paper sift

Normally a paper sift is used to select applicants for consideration by eliminating those who do not fulfill the key minimum requirements of the role.

34. A paper-based selection draws upon documentary evidence, as outlined in paragraph 10.3 above, relating to the applicants. A panel normally comprising 2 members - a PM representative and a line manager of at least one rank above the vacant post - will conduct this.

A third panel member may be co-opted if specialist knowledge is required. Documentary evidence of performance will be drawn from the candidate's application and line manager's supporting evidence. It is important that consistent procedures are applied to all applicants. Applicants will be assessed against the stated requirements of the post. When an appointment is made following a paper based assessment, a written record will be made of the decision and how it was made in the selection matrix.

35. In cases where a paper-based selection is not deemed appropriate or such a selection fails to sufficiently separate applicants, a suitability interview can be used. Records of interviews and/or test results will be kept to support selection decisions. The interview panel will normally comprise a PM representative and a line manager of at least one rank above the vacant post.

36. PMAs will retain responsibility and authority for selections, but can delegate the running of selection processes. Departments delegated the responsibility for operating selection procedures can obtain advice from the Head of Selection and Development (HdSD). The HdSD is responsible for coordinating the whole process on behalf of Director of Personnel and Professional Development (DPD).

37. There is no appeal process against the decision of the selection panel. However, any disagreement against the process used can be redressed using the MDP Grievance procedure.

38. Organisational Need and Career Development Need

The procedures for filling vacancies outlined in sections 8, 9 and 10 will not apply where an overriding organisational need or career development need exists. In such circumstances, grade managed moves will be utilised by the PMA in consultation with Line Management.

39. In exceptional cases, the requirements of the organisation may not be best met by the use of normal selection procedures. Such cases may include the following:

- a. When specialist skills are required for a particular role and overriding operational considerations preclude the time lag required to train non-specialist staff.
- b. To address a significant skills or experience imbalance.
- c. To ensure a return from expensive specialist training.
- d. To meet a resourcing need where there is a critical time imperative.

- e. Health and welfare grounds supported by Occupational Health and MOD Welfare advice.
- f. To manage or resolve a disciplinary or grievance situation.
- g. Redeployments at a time of organisational change.
- h. Career development.

40. A career development need will exist where the organisation identifies an individual who needs to perform a particular role for personal development reasons. It should be regarded as an investment for the future in preparing officers for promotion. In such circumstances, grade managed moves will be utilised by the PMA in consultation with Line Management.

41. Attachments

Short-term attachments within Divisions and between Divisions and Headquarters Departments are not affected by this policy. A period on attachment does not count towards the minimum tenure period in the role to which they are currently appointed. Attachments are a positive means for providing development opportunities to meet specific individual needs, e.g. preparation for promotion, and should be used accordingly.

42. Officers, who, because of an organisational/personal need, take up duty at a new station on a detached duty basis initially, will be deemed to have commenced their tenure period on their first day of detachment. This can be reviewed if there is a significant gap between the detached duty and any subsequent permanent transfer.

43. Postings from Specialist Policing Roles

After having completed the tenure of a Specialist Policing role, all officers will normally be expected to return to a Core Specialist or Core Policing role except under exceptional circumstances as outlined in Para 38.

Monitoring

44. The effectiveness of this policy will be monitored via the MDPGA Staff Care Survey. The MDPGA Diversity and Equality Unit will facilitate sample monitoring to extensions and reductions in tenure to ensure that there is no discrimination on the grounds of race or gender.

CONSTABLE

Core Policing
Establishment policing
Unit Beat Officer

Core Specialist Policing
Armed Response
CID (Divisions)
Control Room Operator
Community Liaison Officer
Crime Reduction Officer
Divisional Support Groups
Dog Handler
Domestic Violence Unit
Marine Unit
Motorcyclist
Operational Support Unit
Special Escort Group

Specialist Policing
Central Control Room (CCR)
CID Computer Crime Unit
CID Force Intelligence Bureau
CID Divisional intelligence Bureau
CID Force Surveillance Unit
CID Major Incident Unit
CID Special Branch
Fraud Squad
Driving Instructor
Firearms Instructor
Force Communications
HQ Departments not otherwise identified
Information Support
MGS Trainer
Overseas Deployment Office
PTC Trainer
Scenes of Crime Officer

SERGEANT

Core Policing
Shift / Section Sergeant

Core Specialist Policing
Armed Response
CID (Divisions)
Divisional Support Groups
Dog Handler
Marine Unit
Operational Support Unit
Scenes of Crime Manager
Senior Police Officer
Special Escort Group
Traffic Policing

Specialist Policing
Central Control Room (CCR)
CID Computer Crime Unit
CID Force Intelligence Bureau
CID Divisional Intelligence Bureau
CID Force Surveillance Unit
CID Major Incident Unit
CID Special Branch
Fraud Squad
Driving Instructor
Firearms Instructor
Force Dog Advisor
HQ Departments not otherwise identified
Information Support
MGS Trainer
Professional Standards Department
PTC Trainer

INSPECTOR

Core Policing
Divisional Support Groups
Shift Commander
Shift Inspector

Core Specialist Policing
Armed Response Force
CID (Divisions)
Crime Reduction Officer
Marine Unit
Operational Support Unit
Senior Police Officer
Special Escort Group

Specialist Policing
ATTAT
Central Control Room (CCR)
CID Computer Crime Unit
CID Force Intelligence Bureau
CID Force Surveillance Unit
CID Major Incident Unit
Fraud Squad
Firearms Training Wing
Force Communications
Force Dog Advisor
HQ Departments not otherwise identified
MGS Training Wing
Professional Standards Department
PTC Training Manager

CHIEF INSPECTOR

Core Policing
Shift Commander
Core Specialist Policing
CID (Divisions)
Marine Unit
Operational Support Unit
Senior Police Officer
Special Escort Group
Specialist Policing
CID Force Intelligence Bureau
Fraud Squad
Force Firearms Training Officer
Head of PTC
HQ Departments not otherwise identified
Overseas Deployment Office
Professional Standards Department

SUPERINTENDING RANKS

Core Policing

Core Specialist Policing
Divisional Commanders
Senior Police Officer

Specialist Policing
Fraud Squad
Head of CID
Head of Learning and Development
HQ Departments not otherwise identified
Professional Standards Department

Posts with a recommended tenure review period different to 5 years**CONSTABLE**

Core Specialist Policing	Tenure Review Period
Dog Handler	For the working life of the dog
Domestic Violence Unit	2 years then review annually with Occupational Health advice

Specialist Policing	Tenure Review Period
CID Computer Crime Unit	2 years then review annually with Occupational Health advice
All HQ and Divisional full time training posts	3 Years

SERGEANT

Core Specialist Policing	Tenure Review Period
Dog Handler	For the working life of the dog

Specialist Policing	Tenure Review Period
CID Computer Crime Unit	2 years then review annually with Occupational Health advice
All HQ and Divisional full time training posts	3 Years

INSPECTOR

Specialist Policing	Tenure Review Period
CID Computer Crime Unit	2 years then review annually with Occupational Health advice
All HQ and Divisional full time training manager posts	3 Years



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
[REDACTED]
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year and our current view is that your focus on planned retirement overrides our need to consider your promotion aspirations.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

16 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

[REDACTED]

As the current incumbent in that position, the COG expect that you will apply for the next Chief Insp promotion process during 2017. If you elected not to participate in that process, or did so without success, then your position as T/Chief Insp would be reviewed.

The COG naturally hope that you elect to participate and [REDACTED]

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 more years.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;



In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of this latest posting.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an organisational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. This posting meets your current preferences; and
2. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the organisational requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of this latest posting.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the organisational requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this new role.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 more years.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting provides continuity for the station; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 more years.

The contents of this letter will be copied to [REDACTED] [REDACTED] year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with a developmental organisational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after completion of these 2 years.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
[REDACTED]
3. In making this decision we feel it meets the operational requirement balanced with your personal domestic circumstances.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after these 2 years.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of this latest posting.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the Force; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;

[REDACTED]

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further 12 months.

The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating operational capability in line with your career aspirations;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the organisational requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating operational capability.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this new post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this post.

The contents of this letter will be copied to [REDACTED] enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the organisational requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 12 months in this new post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of this latest posting.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED],

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of these 2 years.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating operational capability in line with your career aspirations; and
2. We felt this accorded with your preference to operate from a position nearer to home.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this new post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

[REDACTED]

Telephone: [REDACTED]
[REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year and our current view is that your focus on planned retirement overrides our need to consider your promotion aspirations.

The contents of this letter will be copied [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences and recent application; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the Force business critical requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

We wish you all the best in the future.

Yours sincerely,





Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
[REDACTED]
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year and our current view is that your focus on planned retirement overrides our need to consider your promotion aspirations.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

[REDACTED]

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of the next 12 months.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered that you did not provide any information ahead of this process so the decision of the COG is based upon current circumstances of your absence from work and the Force processes that remain on-going. We have had regard for the organisational need and the wider posting picture, and [REDACTED]

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. Given the current position we have not offered a view on your suitability for such a role.

The contents of this letter will be copied to [REDACTED] (assigned Line Manager) to enable him to take account of it during the ongoing management of your current absence from the workplace.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting provides continuity for the station; and
3. In making this decision we feel we are able to achieve the priority operational requirement in balance with your personal domestic objectives.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 12 months further deployment.

The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with a developmental challenge;
2. This posting meets your current preferences;
3. [REDACTED]
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in this current post.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time as meeting the organisational requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences;
3. This posting provides continuity for the station; and
4. In making this decision we feel it meets the operational requirement balanced with your personal domestic circumstances

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of these 12 months.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating operational capability.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in post.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating recent operational capability in line with your career aspirations;

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that this latest posting will consolidate your development and promotion potential. Your readiness for such a process should be discussed through your Line Management chain.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge balanced with the need to meet wider Force requirements.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after 2 years in post.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for [REDACTED] year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your posting history, time in current role, own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting meets the Force operational requirement recognising your existing skills and experience.

In future all Chief Inspectors postings will generally be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of 2 years in post.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting provides continuity for the station; and
3. In making this decision we feel it meets the operational requirement balanced with your personal domestic circumstances.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after these 2 years.

The contents of this letter will be copied to [REDACTED] to enable her to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Ch Insp Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

14 February 2017

Dear [REDACTED]

Chief Inspectors Postings

You will be aware that the Chief Officer Group (COG) met on Monday 13 February to discuss the Chief Inspectors postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with a developmental challenge;
2. This posting meets your current preferences;
3. [REDACTED] and
4. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

In future all Chief Inspectors postings will be considered by COG in February, subject obviously to any In-Year requirements.

We anticipate that there will be a selection process for Superintendent taking place later this year. To assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of this latest posting.

The contents of this letter will be copied to [REDACTED] to enable him to take account of it during your objective setting for the new performance year – and the ongoing management of your current absence from the workplace.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences and after 2 years your future preferences can be more fully considered; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further two performance years in this post.

The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge; and
2. This posting allows you to work towards your preferences; and
3. [REDACTED]

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post.

The contents of this letter will be disseminated through [REDACTED] to your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge in line with your career aspirations; and
2. This posting meets with your posting preferences; and
3. Meets your personal preferences.

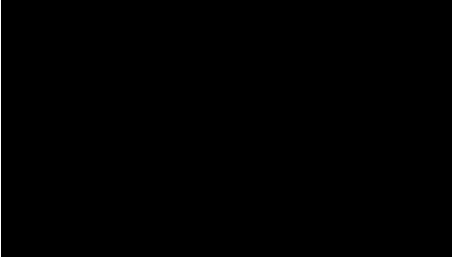
The substantive terms of your posting will be discussed with you by Workforce Planning but, in line with previous decisions, and in the absence of any organisational or operational necessity, we would expect you to remain in post for at least 3 years.

In future Superintendent postings will be considered by COG in January.

The contents of this letter will be disseminated through [REDACTED] to your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your new posting.

Yours sincerely,

A large black rectangular redaction box covering the signature area.



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge; and
2. This posting meets with your preferences; and
3. We felt this accorded with a wish to remain nearer to home.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further years performance year in this new post and a year in a subsequent posting.

The contents of this letter will be disseminated through [REDACTED] [REDACTED]
[REDACTED] objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new challenge for you as well as affording the opportunity for a colleague to further develop the work you have undertaken in your current role; and
2. Whilst not meeting your posting preference the posting meets an organisational need which we believe you can fulfil for the remainder of your career, as indicated in your current expressed preferences.

The substantive terms of your posting will be discussed with you by Workforce Planning but, in line with previous decisions, and in the absence of any organisational or operational necessity, we would expect you to remain in post until the end of your career.

In future Superintendent postings will be considered by COG in January.

The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your new posting.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new operational challenge for you having served in your current post for some time; and
2. Whilst not meeting you posting preference the posting meets an organisational need which we believe you can fulfil based upon your background; and
3. Whilst noting your aspiration to remain close to home this will not remain possible given the present posting landscape.

The substantive terms of your posting will be discussed with you by Workforce Planning but, in line with previous decisions, and in the absence of any organisational or operational necessity, we would expect you to remain in post until the end of your career, as indicated in your current preferences.

In future Superintendent postings will be considered by COG in January.

We wish you every success in your new posting.

Yours sincerely,

A black rectangular redaction box covering the signature area.



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

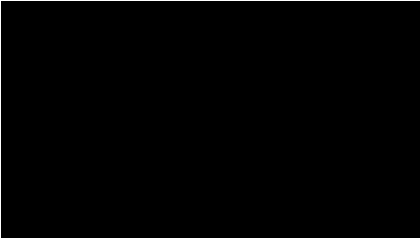
1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences and after a year your future preferences can be more fully considered.
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post and a year in the next.

The impact of your retention in HQ Ops will be discussed with you by Workforce Planning. The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,





Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

1. That the posting continues to provide you with an operational challenge;
2. This posting meets your current preferences and after a year your future preferences can be more fully considered; and
3. In making this decision we feel we are able to achieve your personal domestic objectives at the same time.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post.

The contents of this letter will be disseminated through [REDACTED] to enable him to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings



Telephone: [REDACTED]

E-mail: [REDACTED]



4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:



We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post and a year in the next.

[REDACTED]

The contents of this letter will be disseminated through [REDACTED] to your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

- [REDACTED]
2. This posting meets your individual posting preference; and
 3. The posting meets your personal preferences.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post.

The contents of this letter will be disseminated through [REDACTED] your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,

[REDACTED]



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In reaching this decision the COG rationale was:

1. That the posting provides a new stretch challenge for you which would assist you in demonstrating operational capability in line with your career aspirations; and
2. This posting meets with your preferences; and [REDACTED]

The substantive terms of your posting will be discussed with you by Workforce Planning but, in line with previous decisions, and in the absence of any organisational or operational necessity, we would expect you to remain in post for at least 3 years.

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be discussed with you after a full performance year in this new post.

The contents of this letter will be disseminated through [REDACTED] your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your new posting.

Yours sincerely,



Ministry of Defence Police

Ref. D/MDP/DCC/Supt Postings

Telephone: [REDACTED]

E-mail: [REDACTED]

[REDACTED]

4 January 2017

Dear [REDACTED]

Superintendent Postings

You will be aware that the Chief Officer Group (COG) met today to discuss the superintendent postings.

We have previously been told that our decisions in this regard would be better received if a rationale were provided to those affected. On that basis we have agreed I will formally write to those involved with the decision and the rationale.

We have carefully considered the information you provided ahead of this process which included your own career aspirations, posting preferences and any personal or professional issues which we should take into account. Based upon that information, and the regard we must have for organisational need and the wider posting picture, [REDACTED]

In future all Superintendents postings will be considered by COG in January.

In reaching this decision the COG rationale was:

[REDACTED]

We do not anticipate any selection process for Chief Superintendent taking place during the next year but to assist with any future planning you might be undertaking our current view is that your promotion aspirations will be best discussed with you after the completion of a further performance year in this post and a year in the next.

[REDACTED]

The contents of this letter will be disseminated through [REDACTED] to your new Line Manager to enable them to take account of it during your objective setting for the new performance year.

We wish you every success in your post during 2017.

Yours sincerely,