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There are no background papers to agenda items:	

**Board of Governors of the Scottish Police College  
Training Review Committee**

**ACCELERATED PROMOTION SUB-COMMITTEE**

**MINUTES OF MEETING**

DATE: 2 May 2007  
LOCATION: McLure Room  
CHAIRMAN: Mr Andrew Cameron  
SECRETARY: Marah Mclaughlin, APSG Administration Officer

**Members Present:**

Andrew Cameron	ACPOS
Valerie McHoull	ASPS
John Geates	APSG Programme Director
Pete Scholes	APSG Co-ordinator

**In Attendance:**

Marah McLaughlin	APSG Administration Officer
Alan Howard	CPCR

**Apologies:**

Gillian McDonald	Scottish Executive
Mr Duffy	Scottish Police Federation

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1. **WELCOME**

The Chair opened the meeting and invited members present to introduce themselves.

2. **APOLOGIES**

Apologies received from Gillian McDonald, Scottish Executive, and Jim Duffy, Scottish Police Federation, who recently retired. The Chair recognised the valuable contribution provided by Jim during his involvement with the AP Scheme and wished him all the best for his retirement. Jim is to be replaced Les Gray.

3. **MINUTES OF PREVIOUS MEETING**

The minutes of the meeting held on the 17 January 2007 were approved.

#### 4. **MATTERS ARISING**

##### **4.1 Letter of Appreciation**

A letter of appreciation has been sent, on behalf of the AP Sub-Committee, to Mr Ross, Scottish Executive, thanking him for his excellent support during his period as Scottish Executive representative for the Scheme. Iain has been replaced by Gillian McDonald.

##### **4.2 Psychometric Test Outcomes**

The results from the psychometric tests, held in January 2007, have been circulated to forces following their review at the previous Sub-Committee meeting.

##### **4.3 APSG Review and Benchmarking Paper**

A paper proposing a review and benchmarking of the AP Scheme was completed and forwarded to the ACPOS Personnel and Training Business Area on 12 February 2007.

**Action:** AP Co-ordinator to confirm current position with this paper.

#### 5. **FORCE SELECTION BOARDS**

The Scottish Police Federation had written to Strathclyde Police to query why they were not involved with this year's Force Selection Board.

Guidance on this issue is circulated annually to all forces from the Scottish Executive, with recommendation that the Boards include representation from ACPOS, ASPS and the SPF.

Strathclyde Police have since replied and provided assurance that the Federation will be included in future Boards.

#### 6. **APSG ASSESSMENT CENTRES**

Fourteen candidates progressed from this year's psychometric tests to the Force Selection Boards. Of these, seven candidates (six internal and one external) were nominated to the Assessment Centre, held at the Scottish Police College, on 11th – 12th April 2007.

The Assessment Centre Panel identified three candidates to join the AP Scheme - one officer from Central Scotland Police and two officers from Lothian and Borders Police. Two of the successful candidates were females. The four unsuccessful candidates were from Strathclyde Police.

Feedback sessions have been arranged for all of the Assessment Centre candidates.

CPCR were highly complimented for their first class management of the Centre.

#### 7. **BENCHMARKING**

A paper outlining a proposed review and benchmarking of the AP Scheme has been submitted to ACPOS Personnel and Training Sub-Committee Business Area. It is intended that a member of staff will be identified to progress this project.

##### **Action:**

It was agreed that the following issues should be examined within the review:

- Possibility of Inspectors and Chief Inspectors being eligible to apply for the Scheme in addition to Constables and Sergeants;
- Potential inclusion of Police Staff on a revamped Scheme;
- Broader membership of the AP Sub-Committee to include representatives from all forces;
- Root and branch examination of AP selection processes;
- Close consultation with all key stakeholders including the Senior Career Development Service and ACPOS Personnel & Training Business Area;
- Removal of the requirement for serving applicants to have passed all 3 subjects of the Police (Scotland) Promotion Examination at the same diet; and
- A new title for the Scheme (to prevent confusion on eligibility of serving officers to apply who are non-graduates).

## 8. **APSG FAMILIARISATION DAYS**

An APSG Familiarisation Day was held at the Scottish Police College for potential external applicants on 13 March 2007. This was attended by 90 delegates. A series of similar events for potential in-service applicants will be held across forces in July 2007 to coincide with the commencement of the 2008 intake process.

## 9. **MENTOR TRAINING**

'AP Mentor Training Courses' have been arranged for 26th September and 16th October 2007. This training aims to provide volunteers with the underpinning skills and knowledge to assist them undertake this pivotal role. Twenty-one officers across six forces are to complete the course which will provide greater resilience to the pool of trained officers.

## 10. **A.O.C.B**

### **Phase 5**

Clarity was recently sought on the point at which AP officers on Phase 5 would leave the Scheme. Enquiry with the previous AP Co-ordinator together with a background paper on this issue confirms that officers leave the Scheme upon 'self nomination for their force assessment process for superintendent rank. Discussion followed on this topic and it was agreed that this issue should further be incorporated as part of the review of the Scheme.

**Action:** Exit point from Phase 5 to be considered as part of the Review.

## 11. **DATE OF NEXT MEETING**

The next meeting will be held at 2pm on Wednesday 19 September 2007 within the McLure Room, Tulliallan Castle.