

CAMBRIDGESHIRE CONSTABULARY
ACTING UP AND TEMPORARY POLICY

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Communication Plan Compliance and Audit Table			
Owner of policy	Human Resources		
Author of policy	Paula Kirkpatrick/Paula Waller		
Version number	3.0		
Date last updated	20 th February 2009		
How will the impact of this policy be audited?	Review of policy on an annual basis. Review of policy upon change of legislation. Review of procedure if issues of dis-proportionality are highlighted through Employment monitoring practices, and reported to DSG within the usual reporting procedures.		
Who will be SMT member responsible for the audit of this policy?	Paula Waller/Paula Kirkpatrick		
Board approval	Board name	Required to be resented	Date approved
	JNCC	Yes	Originally June 2005
	FEB	Yes	Originally June 2005
	Delivery Board	Yes	Originally June 2005

1.0 POLICY GUIDANCE

Cambridgeshire Constabulary strongly supports the use of acting up and temporary promotion as a developmental tool as a way of supporting Police Officers and Police Staff in providing first hand experience of performing the duties normally performed by a member of the force of a higher rank than his/her own.

2.0 QUALIFYING CONDITIONS

- 2.1. It should not be assumed that printed copies of this policy document are current; please refer to the policy database for the most recent definitive version.
- 2.2. This policy provides a framework of guidance to all Constabulary personnel and its application has been assessed by the author as being appropriate in most anticipated situations; where, in exceptional circumstances, it is deemed necessary to override the policy, members of staff may be asked to discuss their actions and to make recommendation to the author for appropriate changes to be made to the policy.

3.0 SCOPE

This policy applies to all Police Officers and Police Staff.

4.0 ACCOUNTABILITIES

The Head of People Services, Human Resources is responsible for writing and updating the policy. The policy owner is the HR Director.

5.0 MOTIVATION

Cambridgeshire Constabulary recognises the importance of leadership and appropriate levels of supervision for all Police Officers and Police Staff. Following joint agreement by the Police Negotiating Board and the Secretary of State for the Home Department, it has been recognised the importance of acting up and temporary promotion to aide personal development.

6.0 ASSOCIATED PROCEDURES

- Acting and Temporary Procedure
- Police Officer Recruitment and Selection

7.0 RELATED DOCUMENTS

- Police Negotiating Board (PNB) circular 08/04

8.0 CO-OPERATION

- The Constabulary does not require the co-operation of any outside agency to implement this policy.