



Sent via email

7 April 2020

Dear Chief Constables and Commissioners

The College has been working closely with NPCC to monitor the impact of the Coronavirus (COVID-19) on all policing events and activities and working hard to maintain activity that supports and enables policing to continue their frontline operations and protect the public.

The full scale of the national emergency is now becoming clearer and ensuring operational resilience will be vital to keeping everyone safe as we deal with the impact of the virus. We appreciate that many of you will be concerned about your ability to promote sergeants and inspectors whilst delivering frontline policing at this challenging time.

Delivering Examinations Differently

The impact of COVID-19 this year has had an unprecedented impact on the delivery of the NPPF exams. We appreciate this may have affected your ability to promote your officers. We are now looking at alternative ways to deliver the NPPF exams which includes potential online delivery of the exams. However, this will take some time to work through as we identify an appropriate way to do this which ensures assessment standards are not compromised.

Whilst this work takes place we would like to explain how we are planning to support you and your officers. We appreciate that many of your officers in the National Police Promotion Framework (NPPF) may have questions about the implications of the current situation for them and we hope this update will help you to reassure them. We will write to you again by the end of May 2020 to update you on our progress.

Sergeants' NPPF Step Two Legal Exam Validity

We have already advised that all officers who achieved a pass in the 2015 Sergeants' NPPF Step Two Legal exam and who were due to sit the exam in March 2020 will have the validity of their exam pass automatically extended until the date of the rescheduled 2020 Sergeants' exam. This will only apply to those candidates who were registered for the exam on the 31st January 2020, after the official withdrawal date. The College, in conjunction with the NPPF Governance Board, will continue to monitor this situation against the progress we make identifying alternative ways of delivering exams and will let you know whether we will be making further extensions to the validity of officers holding a pass in the sergeants' and inspectors' exams by the end of May 2020.

Rescheduling the 2020 Sergeants' NPPF Step Two Legal Exam

The College will work with forces and in accordance with Government and Public Health England advice, to reschedule the exam as soon as is feasible. No exam will take place between now and the end of June 2020. We understand the time and commitment that officers have put into preparing for this exam and therefore we will provide a minimum of three months' notice before it is rescheduled. Only candidates who were registered to take the exam on the 17th March 2020 will be eligible to take the rescheduled exam. However, we will keep this position under review. In the event we are unable to deliver the exam for a significant period we will revisit this decision.

Officers engaged at NPPF Step Four Temporary Promotion and Work Based Assessment, including officers in the Fast Track Inspector Programme

We understand that officers who are currently at Step Four of the NPPF may be concerned about their ability to meet the requirements of work based assessment in the mandatory 12 month period whilst experiencing extenuating operational demands. We would like to take this opportunity to advise that forces are able to extend this period by an additional 12 months as a result of extenuating circumstances. The College considers the impact of COVID-19 an extenuating circumstance and would encourage forces to extend this period where appropriate to ensure their officers are not disadvantaged.

Inspectors' NPPF Step Two Legal Exam

This is a challenging time and many officers will be finding it extremely difficult to revise for the inspectors' exam scheduled for October 2020. We know that many officers will have had their preparation for the exam adversely affected and we want to try and make sure that no one is unfairly disadvantaged because of this. We also recognise that it is important that we let everyone know what is happening as early as possible. We are reviewing alternative means of examination delivery and will provide an update about this by the end of May 2020.

Thank you for your patience while we work through these issues to provide an appropriate solution which meets the needs of everyone. We will update you as soon as we are able.

Yours sincerely



Mike Cunningham QPM
CEO, College of Policing



Chief Constable Craig Guildford
NPCC Chief Moderator for the NPPF