

This is Annex 2 referred to in the foregoing determination by the Scottish Ministers under regulation 7 of the Police Service of Scotland Regulations 2013

Annex 2

Regulation 7

APPOINTMENT OF SENIOR OFFICERS

Part 1. Experience and other requirements

- 1) No individual may be appointed as chief constable unless that individual holds or has held the rank of assistant chief constable or above in a relevant police force for at least two years.
- 2) No individual may be appointed as deputy chief constable unless that individual holds or has held the rank of assistant chief constable or above in a relevant police force for at least two years.
- 3) No individual may be appointed as assistant chief constable unless that individual holds or has held the rank of superintendent or above in a relevant police force for at least two years.
- 4) In this Part, references to a 'relevant police force' mean:
 - a) the Police Service of Scotland;
 - b) a police force maintained before 1st April 2013 under the Police (Scotland) Act 1967;
 - c) a police force maintained under section 2(1) of the Police Act 1996;
 - d) the metropolitan police force;
 - e) the City of London police force;
 - f) the Police Service of Northern Ireland;
 - g) the British Transport Police Force;
 - h) the States of Jersey Police Force;
 - i) the salaried police force of the Island of Guernsey; or
 - j) the Isle of Man Constabulary.
- 5) The Scottish Police Authority must include the chief constable on its interview panel for appointments to the offices of deputy chief constable and assistant chief constable.
- 6) In addition to the requirements of regulation 6 no person may be appointed as a senior officer of the Police Service of Scotland unless they have successfully completed the Strategic Command Course (SCC), as organised by the College of Policing, or equivalent.

Part 2. Terms for fixed term appointments

- 1) The term of an appointment to the office of chief constable or deputy chief constable must fall within the range in paragraph (2) below.

- 2) Subject to paragraph (3), a fixed term appointment must be for a minimum of two years and a maximum of five years.
- 3) An appointment to the office of chief constable may be extended, by agreement of the Authority and the individual appointed, for a further term of a maximum of three years and for subsequent terms each of a maximum of one year, provided that any extension or subsequent extension which is due to expire more than one year after the expiry of the original fixed term is subject to the approval of the Scottish Ministers.
- 4) An appointment to the office of deputy chief constable may be extended, by agreement of the Authority and the person appointed, for a further term of a maximum of three years and for subsequent terms each of a maximum of one year.
- 5) This determination is without prejudice to any provision whereby a term of appointment comes to an end on promotion, dismissal or transfer to another police force in the UK and to any determination made under regulation 10.

Part 3. Senior officer appointments to be advertised

- 1) Subject to paragraph (4), where a vacancy, or vacancies, exist in the rank of chief constable, deputy chief constable or assistant chief constable, a notice of the vacancy which complies with paragraph (2) must be published by the Scottish Police Authority.
- 2) The notice referred to in paragraph (1) must-
 - a) invite applications to fill the vacancy;
 - b) be published in not less than one publication which deals with police matters and advertised (in that publication or otherwise) throughout the United Kingdom;
 - c) be brought to the attention of all the policing organisations listed in paragraph 4(b) to (i) of Part 1 of this determination;
 - d) specify the date, which must not be less than three weeks after the date of the publication of the notice, by which applications must be made.
- 3) Subject to paragraph (4), no appointment shall be made to fill a vacancy in one of the ranks specified in paragraph (1) of this Annex until after the date specified in accordance with paragraph (2)(d) in a notice in respect of that vacancy.
- 4) Paragraphs (1) and (3) shall not apply where-
 - a) the term of appointment of the person who currently holds the post in which the vacancy would otherwise occur is extended under paragraph (3) or (4) of Part 2 of this Annex or that person is appointed for a further term;

- b) the vacancy is in the rank of deputy chief constable or assistant chief constable and is to be filled by a constable on a temporary appointment under regulation 7(6) of the Regulations.