
POLICE AND PRISON OFFICERS (PROMOTION) REGULATIONS 2007

This is a consolidated version of this legislation i.e. it incorporates all amendments made since the legislation was enacted as set out in the table below. It has been produced by the SBAA as an aid to transparency and easier access to SBA law. However, it is not the official version of SBA legislation and, although every effort has been made to check the document, its accuracy cannot be guaranteed. The official version of legislation is published in the SBA Gazette.

Legislation incorporated in this Consolidation	Public Instrument	Date in Force
Police and Prison Officers (Promotion) Regulations 2007	28/2007	30/07/2007
Police and Prison Officers (Promotion)(Amendment) Regulations 2010	19/2010	16/06/2010
Police and Prison Officers (Promotion)(Amendment) Regulations 2014	11/2014	07/05/2014
Police and Prison Officers (Promotion)(Amendment) Regulations 2021	08/2021	21/04/2021

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POLICE AND PRISON OFFICERS (PROMOTION) REGULATIONS 2007

The Chief Constable and Superintendent of Prisons, with the approval of the Administrator, makes the following Regulations in exercise of his powers under section 9 of the Police Ordinance 2007^(a) and sections 11 and 15 of the Prisons Ordinance 1971^(b).

Citation and Commencement

1. These Regulations may be cited as the Police and Prison Officers (Promotion) Regulations 2007 and come into force on the day they are published in the Gazette.

Application

2. These Regulations apply to a locally engaged police or prison officer recruited in Cyprus for service with the Sovereign Base Areas Police or Prison Service.

General Principles

3.—(1) The promotion of an officer to a rank of the Service up to and including Superintendent is by selection from amongst those qualified to be promoted.

~~(2) The criteria for selection are seniority, professional ability, qualities of leadership, loyalty, initiative, good character and an appreciation of the objectives of the Service. —(c)~~

(2) The criteria for selection will be based on such performance or competency criteria as are approved by the Chief Constable, and applicable to the Service at the time of the promotion process.

(3) Opportunities for promotion will be published.

(4) An officer wishing to be considered for promotion should make a written application ~~as prescribed in the Training and Personnel Policy Documents.~~ *in the format prescribed when the opportunity for promotion is published.* (d)

Selection Board (e)

~~4.—(1) A Selection Board (“the Board”) makes the final decision on which officer should be promoted up to and including the rank of Superintendent.~~

~~(2) The Board consists of the Chief Constable, the Deputy Chief Constable and a Chief Superintendent.~~

~~(3) The Board may invite a representative of the Police Association of at least one rank senior to the candidate being considered to sit with it as an adviser.~~

~~(4) The Board will meet as required by the Chief Constable or the Superintendent of Prisons to interview and report upon those recommended for promotion.~~

4.—(1) A selection board (the “Board”) is to decide on whether or not an officer is to be promoted for all ranks up to and including the rank of Superintendent.

(a) Ordinance 6/2007

(b) Ordinance 11/1971

(c) (2) revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021

(d) Text deleted and new text inserted by Public Instrument 08/2021 – came into force on 21 April 2021

(e) Section 4 revoked and replaced by Public Instrument 19/2010 – came into force on 16 June 2010

~~(2) The Board is to consist of such persons as the Chief Constable may appoint from time to time, but is to include—~~

~~(a) the Deputy Chief Constable or a Divisional Commander;~~

~~(b) an officer of at least the rank of Superintendent;~~

~~(c) subject to paragraph (3), a locally engaged officer of at least the rank of Chief Inspector (who may be the same officer as the officer referred to in sub-paragraph (a) or (b));~~

~~(d) only officers of a higher rank than the rank into which it may appoint an officer.~~

~~(3) Paragraph (2)(c) does not apply when the Board is interviewing candidates for promotion into the rank of Superintendent. (a)~~

(2) Subject to paragraph (3A), the Board is to consist of such persons as the Chief Constable may appoint from time to time, and may include a person from outside the Service.

(3) The Chief Constable is to appoint 1 member of the Board as the Chairperson.

(3A) The Board must include—

(a) the Chief Constable, the Deputy Chief Constable or a Chief Superintendent; and

(b) except where the Board is considering candidates for promotion into the rank of Superintendent, a locally engaged officer who is—

(i) the rank of Chief Inspector or above; and

(ii) a higher rank than the rank into which the Board is deciding whether to appoint an officer.

~~(4) Subject to paragraph (5), a representative of the Police and Prison Officers' Association is to sit with the Board to observe its proceedings. (b)~~

(4) A representative of the Police and Prison Officers' Association may observe a promotion interview if a candidate so requests.

~~(5) Paragraph (4) does not apply if a candidate notifies the Board that the candidate does not wish a representative of the Police and Prison Officers' Association to sit with the Board to observe its proceedings so far as they relate to that candidate. (c)~~

~~(6) The Board is to meet as directed by the Chief Constable or the Superintendent of Prisons. (d)~~

(7) The Board is to interview those candidates whom it considers may be suitable for promotion and is to produce a report on those candidates whom it considers are suitable for promotion.

(8) The decision of the Board is to be taken by majority vote (in the case of Board of 2 or 4, the Chairperson of the Board is to have the casting vote if necessary). (e)

Confirmation of rank

5.—(1) A police or a prison officer is not confirmed in the rank to which he has been promoted until a period of ~~two years~~ one year (f) has elapsed from the date of his promotion.

(2) ~~The Chief Constable may reduce the period of two years referred to in paragraph (1) to not less than one year. (g)~~

(a) Paragraphs (2) and (3) revoked and replaced by Public Instrument 11/2014 – came into force on 07 May 2014

(b) Paragraph (4) revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021

(c) Paragraph (5) revoked by Public Instrument 08/2021 – came into force on 21 April 2021

(d) Text deleted by Public Instrument 08/2021 – came into force on 21 April 2021

(e) Paragraph (8) inserted by Public Instrument 11/2014 – came into force on 07 May 2014

(f) Amended by Public Instrument 08/2021 – came into force on 21 April 2021

(g) Paragraphs (2) and (3) revoked by Public Instrument 08/2021 – came into force on 21 April 2021

~~(3) The fact that a candidate has passed the qualifying examinations does not entitle him to promotion, or to promotion before another candidate who has passed the examinations at a later date.~~

Constable qualifications for promotion

6. To qualify for promotion to the rank of sergeant a constable must—

- ~~(a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered; (a)~~
 - (a) not have had a severe reprimand, final written warning, or more serious punishment imposed on them for a disciplinary offence during the two years immediately preceding the date on which their eligibility is being considered;*
- (b) have passed the qualifying examinations;
- ~~(c) except for special reasons, to be stated in each case, have completed two years of service in the performance of normal outside police duty or normal prison duty, as the case may be, or two years combined service in the performance of both such duties; (b)~~
- (d) have completed 4 years of service; and
- (e) have been recommended by the Board.

Sergeant qualifications for promotion

7. To qualify for promotion to the rank of Inspector a sergeant must—

- ~~(a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered; (c)~~
 - (a) not have had a severe reprimand, final written warning, or more serious punishment imposed on them for a disciplinary offence during the two years immediately preceding the date on which their eligibility is being considered;*
- (b) have passed the qualifying examinations;
- ~~(c) except for special reasons, to be stated in each case, have completed one year of service in the rank of sergeant in the performance of normal outside police duty; (d)~~
- (d) have completed ~~two years~~ *one year* (e) of service in the rank of sergeant; and
- (e) have been recommended by the Board.

Chief Inspector or Superintendent qualifications for promotion (f)

~~8. To qualify for promotion to the rank of Chief Inspector or Superintendent an officer of or above the rank of Inspector must—~~

- ~~(a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered;~~
- ~~(b) except for special reasons, to be stated in each case, have completed two years of service in the performance of normal outside police duty; (g)~~

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- (a) Paragraph (a) revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021
 - (b) Subsection (c) revoked by Public Instrument 19/2010 – came into force on 16 June 2010
 - (c) Paragraph (a) revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021
 - (d) Subsection (c) revoked by Public Instrument 19/2010 – came into force on 16 June 2010
 - (e) Amended by Public Instrument 08/2021 – came into force on 21 April 2021
 - (f) Regulation 8 revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021
 - (g) Subparagraph (b) is revoked by Public Instrument 19/2010 – came into force on 16 June 2010

- ~~(c) in the case of promotion to the rank of Chief Inspector have completed two years in the rank of Inspector and in the case of promotion to the rank of Superintendent have completed four year service in the rank of Inspector or Chief Inspector combined; and~~
- ~~(a)~~
- ~~(c) have completed 2 years of service in the rank of Inspector;~~
- ~~(d) have been recommended by the Board.~~

Chief Inspector qualifications for promotion

8. *To qualify for promotion to the rank of Chief Inspector an officer of the rank of Inspector must—*

- (a) not have had a severe reprimand, final written warning, or more serious punishment imposed on them for a disciplinary offence during the two years immediately preceding the date on which their eligibility is being considered;*
- (b) to have completed one year in the rank of Inspector; and*
- (c) have been recommended by the Board.*

Superintendent qualifications for promotion (b)

8A. *To qualify for promotion to the rank of Superintendent an officer of the rank of Chief Inspector must—*

- (a) not have had a severe reprimand, final written warning, or more serious punishment imposed on them for a disciplinary offence during the two years immediately preceding the date on which their eligibility is being considered;*
- (b) have completed one year in the rank of Chief Inspector; and*
- (c) have been recommended by the Board.*

Additional powers of Chief Constable and Superintendent (c)

9. ~~The Chief Constable or the Superintendent of Prisons may—~~

- ~~(a) decide that candidates recommended by the Board for promotion must attend a promotion course; and~~
- ~~(b) promote a police officer or prison officer who shows marked ability or exceptional aptitude for special work irrespective of his length of service and whether qualified by examination or not.~~

Qualifying examinations

10.—(1) The qualifying examinations for promotion to the rank of Sergeant, ~~Sergeant~~ ~~Warder~~ **(d)** and Inspector consist of one group of subjects known as “the professional group”.

(2) An examination in the professional group consists of the following subjects—

- (a) crime;
- (b) traffic;
- (c) general duties ~~as prescribed in the SBA Police Training and Personnel Policy Document.~~ **(e)**

(a) Subparagraph (c) revoked and replaced by Public Instrument 19/2010 – came into force on 16 June 2010
 (b) Regulation 8A inserted by Public Instrument 08/2021 – came into force on 21 April 2021
 (c) Regulation 9 revoked by Public Instrument 19/2010 – came into force on 16 June 2010
 (d) Text deleted by Public Instrument 19/2010 – came into force on 16 June 2010
 (e) Text deleted by Public Instrument 08/2021 – came into force on 21 April 2021

Entitlement to sit examinations

11.—(1) A constable who has been confirmed in his appointment before the date on which an examination is held and who has given due notice to the Chief Constable is entitled to take the examination in the subjects in the professional group for promotion from constable to sergeant.

(2) A sergeant who has given due notice to the Chief Constable is entitled to take the examination in the subjects in the professional group for promotion from sergeant to Inspector.

~~(3) A candidate applying to sit for a qualifying examination is not permitted to withdraw his application except for very good reasons to be stated in the application to withdraw. (a)~~

(3) A candidate applying to sit a qualifying examination may only withdraw their application in accordance with the Sovereign Base Areas Police Promotions Qualifying Examinations Policy as amended from time to time.

Holding of examinations

12.—(1) The qualifying examinations will be held at such place or places and on such dates and at such times as the Chief Constable may decide.

(2) An appropriate notice inviting applications to sit for the qualifying examinations must be issued in routine orders to the Service at least two months prior to the date on which the examinations are to be held.

Pass marks for qualification

13.—(1) Candidates must obtain pass marks of not less than 50% in each subject and a minimum aggregate of 60% across all three subjects under examination.

(2) If a candidate fails to obtain at least 50% in one of the three subjects, irrespective whether the minimum aggregate reaches or exceeds 60%, he will fail the examination.

~~(3) A candidate who fails to pass an examination may apply to take future examinations. or is deemed to have failed by virtue of failing to attend the examination, may apply to take future examinations subject to conditions specified within the Sovereign Base Areas Police Promotions Qualifying Examinations Policy. (b)~~

Notification of results of examinations

14.—(1) The names of successful candidates will be published in Service Routine Orders and an entry made in the individual's personal record.

(2) A candidate who fails an examination must be informed of the subject or subjects he failed.

Revocation

15. The following public instruments are revoked –

- (a) The Police and Prison Officers (Promotion) Regulations 1967(c);
- (b) Notice under section 15 Prisons Ordinance 1971(d);
- (c) The Police and Prison Officers (Promotion) (Amendment) Regulations 1974(e);
- (d) The Police and Prison Officers (Promotion) (Amendment) Regulations 1981(a).

(a) Paragraph (3) revoked and replaced by Public Instrument 08/2021 – came into force on 21 April 2021

(b) Text deleted and new text inserted by Public Instrument 08/2021 – came into force on 21 April 2021

(c) Public Instrument 101/1967

(d) Public Instrument 64/71

(e) Public Instrument 9/1974

