

FEDERATED RANKS

COMPETENCE RELATED THRESHOLD PAYMENT

APPLICATION FORM

Please complete this form clearly using black ink.

You should complete this form in conjunction with the "Guidance Notes for Applicants" for your current rank.

PERSONAL DETAILS

Name:

Rank:

Force Identification Number:

Date at which you reached the top of your salary scale:

The application of this scheme will be monitored to ensure that national standards have been applied correctly, fairly and in line with national practice and current legislation. Applicants are requested to provide the following information, which will be used purely for monitoring purposes.

Gender: Male Female

What is your ethnic group?

White

Black Caribbean

Black African

Asian

Chinese

Mixed

Other

Do you have a disability as outlined in the Disability Discrimination Act 1995? Yes No

National Standard (i) PROFESSIONAL COMPETENCE AND RESULTS

The criteria under this national standard are:

- **Effective organisation of work to meet the demands of your role**
- **Commitment to Police Service values**
- **Commitment to health and safety requirements**
- **Compliance with the Code of Conduct**

Summarise your achievements under each of the four criteria in order to demonstrate your competence in each area, using specific examples where appropriate:

Professional Competence and Results

Assessing officer's comments on the summary provided by the applicant:

National Standard (ii) COMMITMENT TO THE JOB

The criteria under this national standard are:

- **Commitment to achieving force objectives**
- **Commitment to personal and professional development**
- **Commitment to achieving high levels of attendance**

Summarise your achievements under each of the three criteria in order to demonstrate your competence in each area, using specific examples where appropriate:

Commitment to the job

Assessing officer's comments on the summary provided by the applicant:

National Standard (iii) RELATIONS WITH PUBLIC AND COLLEAGUES

The criteria under this national standard are:

- **Promoting equality, diversity and human rights in working practices**
- **Contributing to the force's response, recognising the needs of all relevant communities**
- **Working as part of a team**

Summarise your achievements under each of the three criteria in order to demonstrate your competence in each area, using specific examples where appropriate:

Relations with public and colleagues

Assessing officer's comments on the summary provided by the applicant:

National Standard (iv) WILLINGNESS TO LEARN AND ADJUST TO NEW CIRCUMSTANCES

The criteria under this national standard are:

- **Making the best use of available technology**
- **Demonstrating an openness to change**

Summarise your achievements under both of the criteria in order to demonstrate your competence in each area, using specific examples where appropriate:

Willingness to learn and adjust to new circumstances

Assessing officer's comments on the summary provided by the applicant:

I duly apply for the competence-related threshold payment

Signed

(Applicant)

Date

Assessing Officer's Comments

The applicant has served for a year at the maximum of her/his pay scale YES NO

The summaries above are indicative of the applicant's performance during the last two years. I confirm that the applicant has demonstrated high professional competence under

- Professional competence and results YES NO
- Commitment to the job YES NO
- Relations with the public and colleagues YES NO
- Willingness to learn and adjust to new circumstances YES NO

Signed _____

Rank (or Grade) _____ Date _____

If your assessment indicates that the required level of high professional competence has not been achieved under one or more of the four national standards, a separate sheet should be attached detailing the reasons why and areas for improvement.

Determining Officer's Comments

I have reviewed the Assessing Officer's assessments YES NO

Based on the information provided, the applicant should receive the competence-related threshold payment YES NO

An applicant must have demonstrated high professional competence under each of the four national standards to qualify for the payment.

Signed _____

Rank (or Grade) _____ Date _____

If the application is not approved, or if you have disagreed substantively with the assessment made by the assessing officer a separate sheet should be attached detailing the reasons why and, where appropriate, your comments on areas for improvement.