

POLICE GENERAL ORDERS

CHAPTER 5

09/02
03/12

CONFIRMATION, DESIGNATION, ADVANCEMENT AND PROMOTION

5-18 Confirmation in Rank

10/08
20/14
03/22

An officer, who is on probation or trial, will not *normally* be considered for confirmation in rank if he/she is interdicted from duty or is under a warning for dismissal.

2. An officer, who is on probation or trial, will not normally be considered for confirmation in rank if he/she is in receipt of a major disciplinary award within two years from his/her scheduled date of confirmation. A minor disciplinary award will not normally bar an officer on probation or trial from being considered for confirmation in rank, unless his/her misconduct casts doubt on the officer's general suitability for confirmation in rank. Similarly, a MOR will normally have no debarring effect on an officer's confirmation in rank.

3. When an officer who is being considered for confirmation in rank, is subject to a disciplinary or criminal investigation or proceedings, the processing of the confirmation will *normally* be put on hold until the outcome is known. At the conclusion of the investigation or proceedings:-

22/13

- (a) an officer who is in receipt of a MOR will not normally be barred from consideration for confirmation in rank (a conscious decision needs to be made on a case-by-case basis);
- (b) an officer who is in receipt of a minor disciplinary award will not normally be barred from consideration for confirmation in rank, unless the misconduct casts doubt on the officer's general suitability for that purpose;
- (c) an officer who is in receipt of a major disciplinary award will not normally be considered for confirmation in rank.

4. CSR 180(4) provides that 'full advantage must also be taken of the probationary period to terminate the service of an officer if he is unlikely to prove suitable for continued service or further appointment either because of his conduct or because of his performance. Termination of service may be effected at any time during or at the end of the probationary period without recourse to disciplinary procedure, in accordance with CSR 186'. Notwithstanding the recourse to withholding the processing of confirmation mentioned in paragraph 3 above, Formation Commanders shall critically review whether the officer on probation or trial is still suitable for continued service. If an officer is considered unsuitable for continued service as detailed in FPM 5-02(6), a recommendation to terminate the service of the officer by means of discharge under Section 23 or 25 of the Police Force Ordinance, through the respective MFC to seek an unequivocal recommendation, should be made to ACP P.

15/04
07/08
22/13

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CONFIRMATION, DESIGNATION, ADVANCEMENT AND PROMOTION

15/04 5. When the overall performance of an officer is rated as "Performance moderately meets
07/08 requirements for the job", "Some improvements needed in performance" and "Performance not up
22/13 to requirements for the job" for Probationary Inspectors or "Moderate", "Poor" or "Very Poor" for
Police Constables on probation, which is so endorsed by the Reviewing Officer, the MFC shall
seriously consider if the subject officer merits confirmation in rank and make an unequivocal
recommendation to ACP P accordingly.

04/15 **5-19 Designation, Advancement and Promotion**
04/21

An officer will not be considered for designation to SPC, advancement to SIP or promotion if he/she is interdicted from duty or is under a warning for dismissal.

15/04 2. When the overall performance of an officer is rated as "Performance moderately meets
07/08 requirements for the job", "Some improvements needed in performance" and "Performance not up
22/13 to requirements for the job" for IP or "Moderate", "Poor" and "Very Poor" for PC which is so
endorsed by the Reviewing Officer, the MFC shall seriously consider if the subject officer merits
for designation to SPC, advancement to SIP or promotion and make an unequivocal
recommendation to ACP P accordingly. The MFC shall also ensure appropriate actions are taken
under FPM 6-31 on Guidelines and Procedures for Handling Persistent Sub-standard Performers.

15/04 3. When an officer who is being considered for designation to SPC, advancement to SIP or
promotion, is subject to a disciplinary or criminal investigation or proceedings, the processing of
such will be put on hold until the outcome is known. At the conclusion of the investigation or
proceedings:-

- (a) an officer who is in receipt of a MOR will not be barred from consideration for designation to SPC, advancement to SIP or promotion;
- (b) an officer who is in receipt of a minor disciplinary award will normally be barred from consideration for designation to SPC, advancement to SIP or promotion for a period of one year from the date of receipt of that award;
- (c) an officer who is in receipt of a major disciplinary award, other than "Reduction in Rank" or "Reversion in Rank", will not be considered for designation to SPC, advancement to SIP or promotion for a period of two years from the date of receipt of that award; and
- (d) an officer who is in receipt of an award of "Reduction in Rank" or "Reversion in Rank", will be barred from consideration for designation to SPC, advancement to SIP or promotion for a period of five years from the date of receipt of that award unless exceptional circumstances are considered justified to reduce the debarment period to as early as three years.

5-20 Date of Disciplinary Award

For the purpose of the provisions of this Chapter (with the exception of a suspended punishment described in paragraph 5-21 below), the date of a disciplinary award is the date on which it is given by the Adjudicating Officer. If there is a subsequent change in the level of punishment by relevant authorities (e.g. a Senior Police Officer or the Force Discipline Officer) or upon appeal, the date of award is the latest one relating to the final award.

5-21 Suspended Disciplinary Punishment

03/11

When a disciplinary punishment is suspended under Section 28 of the Police (Discipline) Regulations, the original punishment will be used as a basis for consideration of confirmation in rank, designation to SPC, granting of Long Service Increments (LSIs), advancement to SIP and promotion prior to the expiry of the suspension period.

2. If the original punishment is subsequently reduced at the expiry of the suspension period, the date of this original award will still be used as the basis for consideration of confirmation in rank, designation to SPC, granting of LSIs, advancement to SIP and promotion, but subject to the level of the reduced punishment.

3. If the original punishment is subsequently remitted at the expiry of the suspension period, no retrospective effect will take place in the confirmation in rank, designation to SPC, granting of LSIs, advancement to SIP and promotion.