



Service Policy: PODPOL19 Promotions Policy

This is an unpublished work, the Copyright in which vests in Merseyside Fire & Rescue Service. All rights reserved. The information contained herein is the property of Merseyside Fire & Rescue Service, and is supplied without liability for errors or omissions. No part may be reproduced or used except as authorised by Contract or other written permission. The Copyright and the foregoing restriction on reproduction and use extend to all media in which information may be embodied ©

Document Control:

Active date	Review date	Author	Editor	Publisher
April 2020	APRIL 2025			

Amendment History:

Version	Date	Author	Reasons for Change
1.0	Aug 2019		Draft Document created
1:1	Feb 2020		Amended following SLT meeting 14/02/2020
1:2	April 2022		Annual Review
1:3	April 2023		Annual Review
1.4	April 2024		Annual Review

Equalities Impact Assessment:

Initial	Full	Date	Reviewed by	Comments
	x	2023	ED&I Team	Located on Portal

Civil Contingencies Impact Assessment:

Date	Reviewed by	Comments

Related Documents:

Doc. Type	Ref No.	Title	Location
S.I		Gateway	PORTAL
SI0738			
Plan		Workforce Plan (Grey book)	

Distribution List:

Name	Position	Department

Sign-Off List:

Name	Position

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes	URL
	No	Reason

Legislation:

Title

Contact:

Department	Email	Telephone ext.
Recruitment & Development		

PODPOL – Promotions Policy

1. Policy Introduction and Background:

The Promotions policy sets out how the Service identifies, develops and selects our leaders. It's linked to wider succession planning and workforce planning activities and ensures that the Service has the right people in the right roles, at the right time.

The policy contributes significantly to a number of actions of our People Plan.

- Attract and retain the best people.
- Development exceptional people and leaders.

Leadership has never been more significant, making an important impact on our community, the service we deliver and the teams and individuals within it.

The policy aims to positively attract and recruit a diverse workforce through the organisation best utilisation of best practice selection tools. Through positive action we will make people from under-represented groups aware of promotion opportunities within the Authority, i.e. Females; Black, Asian and Minority Ethnic (BAME); and LGBT+ communities.

2. Policy Explanation:

The Promotions Policy will aim to provide:

- An open and transparent process which identifies suitability for roles.
- A flexible approach to how individuals access development to prepare them for advancement.
- Recognition of workplace performance and clear positive behaviour, attitude and values.
- Flexibility for accelerated development.
- Development support for individuals identified as having High Potential

- Embedded leadership behaviours, values and the Core Code of Ethics in our leaders at all levels.
- Support for workforce planning and succession planning activities.
- Assistance to individuals accessing development through the use of trained coaches and mentors.
- Selection process utilising a wide range of selection methods administered by highly qualified staff.

3. Policy Implementation:

The Promotion policy is delivered through a variety of People & Organisational Development activities including recruitment and selection, talent management, succession and workforce planning and positive action.

The Workforce Planning & Organisational Development Team are responsible these activities. Strategic Governance is provided by SLT People Board.

All Policies can be found on the [Website](#)