

## CHAPTER 80

### WARFARE BRANCH – ROYAL NAVY POLICE

#### POINT OF CONTACT - PART 8

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## CHAPTER 80

### WARFARE BRANCH – ROYAL NAVY POLICE

#### 8001. Introduction

- a. This Chapter covers the career regulations for the RN Police (RNP). The detailed career path, with explanatory notes, is at [Annex 80A](#). The following paragraphs detail information and regulations specific to the RNP. Divisional Officers are to ensure that a copy of this Chapter and Annexes are placed in the PDR of every member of the RNP.
- b. The role of the RNP is to support operational effectiveness and delivery of military capability by deterring, investigating and detecting crime and disciplinary offences, thus maintaining Service discipline.
- c. The Provost Marshal Navy (PM(N)) is the competent authority for the investigation of all criminal and disciplinary offences investigated by RNP (QRRN Article 3603). He has a duty to the Defence Council to ensure that all investigations are conducted independently from the Chain of Command and are conducted free from improper interference.

#### 8002. Entry into the RN Police - Qualifications Required of Volunteers

The following are required:

- a. Must be an Able Rating with at least 12 months' service since attaining Operational Performance Statement (OPS) as an AB1 and in date for source branch OPS Check at the date of application; or a Senior Rate/Leading Hand from any specialisation.
- b. Must have at least seven years to serve on completion of the RN Police Initial Course (RNPIC).
- c. Must be educationally qualified to Level 2 in English and Mathematics or a suitable equivalent for either or both of these qualifications. Acceptable equivalencies include: GCSE A\* to C in Mathematics/English Language, Level 2 Basic Skills/Key Skills/Functional Skills in both English and Mathematics. (see [Chapter 96](#)).
- d. Must be Medically Fully Deployable (MFD) (A4/L1 or L2<sup>1</sup> /M1/E1) with a minimum colour perception standard of CP3.
- e. Completed AB-LH CBRNDC Task Book.
- f. Must be specially recommended by their Commanding Officer for Leading Hand and be suitable and mature enough to undertake all RNP duties (see Para 8006 [sub para a](#)).
- g. Must have at least six months since last Career Check.
- h. Must have a sea service liability.

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1. L2 Medical Employment Standard Code will be dependent on medical restriction. Each application will be considered by PM(N) on a case by case basis.

- i. Must be a volunteer to carry personal weapons.
- j. Must be a British citizen or dual British/other nationality status (see [Annex 51A](#)).
- k. An applicant should spend an assessment period with a Naval Provost Marshal (NPM) (ideally four weeks) to allow a judgement to be made on suitability and potential. The period also serves as an opportunity for the applicant to form an opinion regarding his/her aptitude and compatibility to transfer to the RNP. The NPM Assessment Report also assists decision making during the RNP selection procedure.
- l. Completed RNP Application Form (handed to the candidate by the NPM staff on commencement of the assessment period (see [sub para k](#) and [Para 8004 sub para e](#)).
- m. Selected by the RNP Selection Board (In accordance with [Para 8006](#)).
- n. Received manning clearance approval to transfer to RNP (in accordance with [Para 5119](#)).
- o. Successful completion of the Leading Rates Leadership Course (LRLC) (see [Para 8010](#) and [Annex 80A Note 1](#)).
- p. Completed the theory part of the driving test prior to attending the RNPIC. On completion of the RNPIC, to successfully complete Cat B driving course.
- q. Successful completion of the RNPIC.
- r. Must have successfully passed and be in date for the RNFT. Recorded on JPA and RNFT certificate placed in Divisional documents or Personal File.
- s. On passing the RNPIC, must provide fingerprints and DNA to the Police Elimination Data Base. Failure to provide these samples will disqualify the person from joining the RNP. Other members of the RNP (SIB, CSI and operationally deployed RNP) may be required to provide fingerprints and DNA.

### **8003. Working with Children and/or Vulnerable Adults – Criminal Record Bureau Clearance**

- a. Certain positions within the RNP require personnel to hold a valid Criminal Record Bureau (CRB) Enhanced clearance certificate. In the main, these RNP positions requiring a CRB are located at RNPSIB, Phase 1, 2 and 3 training establishments and Diego Garcia.
- b. Application for CRB clearance will be made by the RNP Career Manager on assignment to one of the RNP positions requiring a CRB.

**8004. Convictions**

a. Because of the nature of the work of the RNP, applicants for the RNP are exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 S.3(a)(ii) & Schedule 1 Pt II S.6. RNP applicants are therefore not entitled to withhold information about convictions, which for other purposes are 'spent' under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in disciplinary or administrative action. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies. Therefore, all convictions (civil & Service), cautions, reprimands, warnings, binding over, driving offences and fixed penalty notices, including those which may be spent are to be disclosed. Additionally, any involvement in a criminal investigation (whether or not this has led to a prosecution) or been associated with criminals must be declared.

b. A check will be requested through the Police National Computer data base concerning information held relating to all RNP applicants.

c. Convictions (Civil & Service) or cautions will not necessarily preclude acceptance into the RNP. It will depend on their nature and the circumstances of the offence. Failure to disclose convictions or cautions will, however, result in the application being refused.

d. Some applicants do not declare information which they believe is no longer held on record. However, enquiries will reveal incidents from long ago and failure to disclose these will lead to the application being rejected. If there are any doubts, all details are to be included to allow the PM(N) to decide if they are relevant.

e. The RNP Application Form is the medium used by the candidate to record convictions (Civil & Service) or cautions (See Para 8002 [sub para I](#)).

f. Convictions or cautions for recordable criminal offences must be revealed by RNP to the Prosecuting Service on every occasion that they submit a statement of evidence in a criminal case. In some instances the nature of the conviction will render an RNP's evidence of little value to the prosecution if, on disclosure to the defence, it is raised in cross-examination, (R v Edwards 1991). Such an occurrence could undermine the integrity of the evidence of the RNP. The RNP will not normally recruit people with cautions or convictions which may call into question the integrity of the applicant or the Service. Each case will be dealt with on its individual merits, dependent on the nature and circumstances of the offence(s).

g. Convictions which will normally lead to rejection, unless there are exceptional compelling circumstances, which include:

Any involvement in controlled drugs.

Offences involving serious violence or injury including Grievous Bodily Harm (GBH), and all forms of violence and Actual Bodily Harm (ABH).\*

Offences involving unsolicited violence towards others.

Unlawful possession of weapons, firearms or going equipped to steal.

Gross indecency.

Acts of indecency.

Any sexual offence.

Abuse or neglect of children .

Public Order offences – involvement in riot, violent disorder, affray, causing intentional harassment, alarm or distress.

Racially aggravated offences.

Interference with the Administration of Justice or the investigation of offences.

Burglary.

Arson/Criminal Damage.

Offences which involve elements or acts of dishonesty, corruption, substantial financial gain or serious loss to anyone including theft, fraud and deception.

Reckless or Dangerous Driving within the last ten years.

One offence of drink driving or drunk in charge or drugs driving within the preceding five years

Other serious motoring offences such as convictions within the last five years of driving without insurance, failing to stop after an accident or driving whilst disqualified.

Any offence committed as an adult or juvenile which resulted in a prison sentence (including custodial, suspended or deferred sentence and sentences served at a young offenders' institution or community home).

Cautions (includes reprimands and final warnings) for recordable offences within the last five years.

Juvenile convictions within the last five years for any recordable offence.

Any Schedule 2 offence iaw AFA 06.

Any recordable offence other than listed above within the last five years.

Common Assault – no more than one offence as a juvenile and only after 2 years have elapsed from end of binding over/conviction.

\* Previously the infliction of a minor injury would lead to a charge of ABH. The charging criteria have changed, so that the same minor injury would now attract a charge of common assault, and would not necessarily lead to the rejection of the candidate. Convictions for ABH will be examined by the WO1(MAA) Training & Recruiting (T & R), HQ PM(N) to see if they would now be classed as common assault. If so, they should be considered under the common assault criteria.

**Notes:**

1. *This list is not exhaustive. Further guidance can be sought from the WO1(MAA) (T & R), HQ PM(N).*
2. *Where an individual discloses an outstanding charge or summons the application will be held over until the outcome is known, at which point it will be considered in accordance with the above policy.*
3. *In all cases the final decision rests with the PM(N).*

**8005. Financial Position**

- a. The RNP is in a privileged position with regard to access to information. Applicants to the RNP should not therefore be under pressure from undischarged debts or liabilities and should be able to manage loans and debts sensibly.
- b. Most applicants have debts, such as mortgages, undischarged loans and credit/store cards. Debts which are within a candidate's means and are manageable are not a bar to assignment to the RNP.
- c. Applicants who have existing County Court Judgments outstanding against them or who have been registered bankrupt and their bankruptcy debts have not been discharged will not be considered.
- d. Applicants who have discharged County Court Judgments may be considered.
- e. Applicants who have been registered as bankrupt and their bankruptcy debts have been discharged will only be considered after three years from discharge of the debt.
- f. If there are any doubts about the financial position of the applicant, all details are to be included to allow the PM(N) to decide if they are relevant.
- g. The RNP Application Form is the medium used by the candidate to record his/her financial position (see Para 8002 [sub para I](#)).

**8006. RN Police - Selection Procedure**

- a. The Commanding Officer is to satisfy him or her self that the applicant meets the criteria in [Para 8002](#). If the applicant is considered suitable, the Commanding Officer is to apply by signal/Email to NAVY PERS-PPLAN SWPR WO1 for manning clearance (info CNPERS and PM(N) FAO WO1(MAA) (T&R), HQ PM(N). Providing there are no manning objections, the Commanding Officer is to make a formal recommendation by letter, to the Chairman of the RNP Selection Board, FAO WO1(MAA) (T & R), HQ PM(N) (see [Note 2](#)). This must be accompanied by a full copy of all Appraisal Reports from joining the RN to present, LRLC/SRLC reports and a Special Appraisal report raised for this occasion. A copy of the letter is to be forwarded, for information, to CNPERS. If manning clearance is not granted, the application to transfer to the RNP will be held on record pending re-application as directed by CNPS or withdrawal by the candidate.

**Notes:**

1. *Transfer into the RNP is a rigorous process and Commanding Officers are, therefore, to ensure that applicants are fully aware of all elements of the transfer process leading to eventual qualification.*

2. *The Commanding Officer's letter of recommendation should clearly state that the applicant is recommended for Leading Hand, display the necessary attributes required of an LReg and is suitable for RNP duties.*

b. After scrutiny of the applicant's personal records at Para 8006 [sub para a](#) and following background checks (see [Para 8004](#) and [Para 8005](#)), the Chairman of the RNP Selection Board will decide whether the applicant:

- (1) Is suitable to attend an RNP Selection Board.
- (2) May be suitable in due course.
- (3) Is unacceptable for transfer to the RNP.

In all cases, the Chairman of the RNP Selection Board, on behalf of PM(N), will inform the applicant's Commanding Officer, by letter/Email, of the decision.

c. Commanding Officers of successful candidates will be subsequently informed by Email (copy CNPers) of the date of the RNP Selection Board. Not to disadvantage any applicant, Commanding Officers, should where possible, release candidates to attend the RNP Selection Board. This will reduce difficulty with selection to training pipeline. T&S for applicant's attending the RNP Selection Board is to be met from his/her own unit budget.

**Note:** *Personnel who may not be in date for the RNFT, or without manning clearance approval or not educationally qualified may be called forward for the RNP Selection Board at the discretion of the WO1(MAA) (T&R), HQ PM(N).*

d. Applicants who are called to appear before the RNP Selection Board will be required to undertake the following:

- (1) Powers of Observation (Written Exercise).
- (2) Spot Talks.
- (3) Interactive Problem Solving Exercise.
- (4) PSO Interview.
- (5) Selection Board Interview.

e. The RNP Selection Board will consist of the Deputy Provost Marshal (Navy) as Chairman, the WO1(MAA) (T & R), HQ PM(N) and a serving RN Police Lt. At the end of the RNP Selection Board, candidates will be graded and will be informed of their grade by the Chairman. The WO1(MAA) (T & R), HQ PM(N) will inform the candidate's Commanding Officer and CNPers of grades by Email with grades taking the following format:

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<b>GRADE</b>	<b>DESCRIPTION</b>	<b>REMARKS</b>
A	VERY GOOD PASS	Assign to next available RNPIC where possible.
B	GOOD PASS	Assign to RNPIC within one year where possible.
C	AVERAGE PASS	Assign to RNPIC within two years where possible.
D	PARTIAL FAIL	Re-take RNP Selection Board as directed by the Chairman of the RNP Selection Board.
E	FAIL	Not suitable for re-application.

f. A copy of this email is to be placed within the candidate's Personal File and is to remain there until the applicant joins the Defence School of Policing and Guarding (DSPG) or the applicant's name is withdrawn (i.e. if awarded a Career Check or if, for any reason, the applicant is no longer considered suitable for the RNP). The WO1(MAA) (T & R), HQ PM(N) (copy CNPers) must be notified of withdrawals. A Selection Board Pass (Grades A-C) is the final part of the selection process for LReg and qualifies an individual to bid for a place on an LRLC and driving course (Cat B Licence).

g. Personnel who have successfully passed the RNP Selection Board and are waiting to be assigned to the RNPIC must continue to meet the criteria at [Para 8002](#), [Para 8004](#) and [Para 8005](#) and continually receive positive reports. Failure to achieve this requirement may result in the candidate been debarred from transfer/selection to the RNP.

**8007. Acceptance into the RN Police and RN Police Initial Training**

a. Accepted ratings will be placed on RNPIC as soon as practicable after they become available from their source specialisation. They will remain in their present specialisation until they have passed the final examination and promoted/advanced to LReg/Acting LReg at the end of their RNPIC.

b. If a rating, accepted for transfer to the RNP, is selected for promotion in his/her source specialisation, he/she may take the requisite professional and leadership courses and therefore obtain promotion up until the day that the RNPIC is started (see [Para 6704](#)). However, if on the day of the latter, he/she has not yet obtained the qualifications needed for promotion, he/she will forfeit the selection. If a rating opts to leave the RNPIC, or fails it, the Branch Manager and WO1(MAA) (T&R), HQ PM(N) should be consulted.

**8008. Personnel removed from RN Police Professional/Career Training**

a. Removal from RNP Professional/Career training broadly falls into three categories; failure to meet the academic requirements of the course, behavioural and or attitudinal issues or voluntary removal from course. Authority for removal from course for academic related matters and behavioural or attitudinal matters rests with the SO1 of the Training Wing, DSPG (having discussed the issue with PM(N) prior to removal) iaw the Course Assessment Strategy. Authority for voluntary removal rests with PM(N).

b. Personnel removed from the RNPIC due to failure of academic requirements, behavioural and or attitudinal issues or self removal for personal reasons will not normally be permitted to return to the RNPIC for further training. All complaints or representations related to removal from the RNPIC and requests for reapplication for RNP specialisation transfer following removal are to be referred to PM(N).

c. In the event of a student being involved in a disciplinary incident or arrested by the civil police, PM(N) will determine whether the student remains on course or not. If the decision is to remove from course pending investigation, PM(N) will decide whether the student returns for course or returned to source branch.

#### **8009. Reversion and Disrating**

a. **Leading Regulator.** Should a rating, at the end of one year's service as an LReg, be considered to be unsuitable or unable to attain the required standard of an LReg he/she is to be returned to his/her source branch or specialisation with original seniority as a PO, LH or AB. It is a mandatory requirement for an LReg to complete the LReg Task Book, LRLC (see [Para 8010](#)), First Aid Course, All Arms Unit Custody Staff Course and driver training requirements (if not already completed beforehand) within this time frame.

b. As for similar specialisations, ratings who are reverted or disrated to the Able Rate will be returned to their former specialisation and categories. Re-advancement and future employment within the RNP will not normally be permitted. However, each case will be considered on a case by case basis by the Branch Manager in consultation with PM(N).

c. Failure to achieve OPS 24 months after completion of the RNPIC constitutes grounds for reversion and, unless exceptional circumstances exist (and the Branch Manager and PM(N) is to be consulted where any doubt exists), the Commanding Officer is to initiate the reversion process to former specialisation and rate, with original seniority.

#### **8010. Leading Rates Leadership Course**

The LRLC must either be completed prior to the RNPIC or completed within three months of completion of the RNPIC. A further extension of three months may be approved by the Branch Manager (keeping the PM(N) informed) for service/medical/compassionate reasons. Failure to complete the LRLC within this time frame will result in reversion to source branch or specialisation.

#### **8011. Accreditation for RN Police**

a. **Volume Crime Investigations Course (VCIC)** - Accredited by Teesside University, a student who completes this course is awarded 30 credit points at Level 1 (1st year university) learning. The student receives a University Certificate in Professional Development - Professional Investigations (UCPD-PI).

b. **Serious Crime Investigations Course (SCIC)** - Accredited by Teesside University, a student who completes this course is awarded 60 credit points at Level 1 (1st year university) learning. The student receives a University Certificate in Advanced Professional Development - Professional Investigations (UCAPD-PI).

c. **Serious Crime Investigations Course (SCIC)** - Competency assessment phase - Accredited by Teesside University, a student who completes this course is awarded 40 credit points at Level 1 (1st year university) learning. The student receives a University Certificate in Advanced Professional Development - Professional Investigations (UCPD-PI).

d. **Crime Scene Investigations Course (CSI)** - Accredited by Teesside University, a student who completes this course is awarded 40 credit points at Level 2 (2nd year university) learning. The student receives a University Certificate in Professional Development - Professional Investigations (UCPD-PI).

**8012. The Royal Military Police Advanced Apprenticeship Scheme in Policing to Royal Navy Police**

a. RNP students attending the RNPIC will complete the Advanced Apprenticeship in Policing. Currently, there is no accreditation through prior learning (APL), therefore, RNP personnel who have completed the RNPIC prior to September 2012 and RM Police Troop (RMPT) personnel who have completed the RMP Initial Military Police Course (IMP) prior to November 2010 are not entitled to complete the Advanced Apprenticeship in Policing. There is no cost to the individuals for joining the Advanced Apprenticeship in Policing scheme.

b. The Advanced Apprenticeship in Policing will enhance RNP/RMPT training by creating a nationally approved framework as a key entry point to progression opportunities. In addition, it standardises and accredits RNP/RMPT training and skills to national police standards utilised by Home Office Police Forces.

c. It is a mandatory requirement for all RNP/RNPT students commencing RNPIC/IMP Course to complete the apprenticeship. The induction of the apprenticeship scheme will take place during week 1 of the RNPIC/IMP Course.

d. The apprenticeship scheme has four component elements which will be delivered both at DSPG and in the units/establishments. The delivery model aims to maximise the accreditation of existing RN training. The following is a brief explanation of the modules required to achieve the full apprenticeship qualification:

(1) *City & Guilds (C&G) Diploma in Policing.* This is the competence based element of the apprenticeship consisting of 10 units - examined by Babcock Training - and is based on the Policing National Occupational Standards (NOS) set by Skills for Justice. Each RNP/RMPT student will complete seven units during the RNPIC/IMP Course at DSPG. The remaining three units will be conducted on completion of the RNPIC/IMP Course in the unit/establishment and consist of:

(a) Conduct priority and volume investigations,

(b) Interviewing victims and witnesses in relation to priority and volume investigations,

(c) Interviewing suspects in relation to priority and volume investigations.

(2) *Professional Development Portfolio and LReg Task Book.* Having completed the RNPIC/IMP Course each student will be issued with a Professional Development Portfolio by Babcock Training. Students will be expected to evidence the remaining three units in their portfolio. The existing policy on the completion of the LReg Task Book remains extant. The LReg Task Book must be completed within 12 months of completing the RNPIC. The three remaining units of the C&G Diploma in Policing must be completed within 16 months of completing the RNPIC/IMP Course.

(3) *Assessment.* Assessment of the three remaining units will be conducted by dedicated Babcock Training Field Force Assessors who will be responsible for the delivery, assessment and review of each candidate in the field and provide mentoring to enable each student to achieve the award.

(4) *C&G Level 3 Diploma Knowledge of Defence Policing.* This element consists of 11 units which are taught throughout the Police Duties phase of the RNPIC/IMP Course. This requires no additional work for the student as success of the RNPIC/IMP Course final written examinations and practical testing will evidence the underpinning knowledge of Defence Policing to meet the requirements of the Diploma.

(5) *Functional Skills.* These modules cover skills in English and Mathematics to Level 2. Successful completion of these modules qualifies the student for Command Leadership and Management Level 2. They are delivered by Babcock Training during the RNPIC/IMP Course by knowledge tested through online examinations.

(6) *Employment Rights and Responsibilities (ERR).* Babcock Training will assess individuals on the ERR module in conjunction with the Workplace Induction Programme (WIP) during week one of the RNPIC/IMP course.

**8013. Incidents to be Reported to Provost Marshal (Navy)**

Responsibility lies with RNP line management to report the following personnel incidents to PM(N) via HQ PM(N) Professional Standards Unit (PSU):

- a. Death, or life threatening injury or illness to RNP personnel.
- b. Allegations of disciplinary or criminal conduct against RNP personnel, whether on or off duty.
- c. Incidents involving RNP personnel which are likely to attract media interest.
- d. All complaints of a Diversity and Inclusion nature made against RNP personnel. |
- e. All instances of RNP being placed on Formal Warning Levels 1, 2 or 3.
- f. RNP personnel submitting Notice to leave the Service.

**8014. Suspension of RN Police Personnel from Police Duties**

Suspension of RNP personnel from police duties is a serious matter. The decision to suspend RNP Personnel from policing duties is made on a case by case basis and is a matter for PM(N). Refer to PM(N) Technical Instructions for further guidance.

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**8015. RN Police SUY Requirements**

Divisional Officers should consult with the RNP SUY Recording Authority (DPM(N)) and RNP Spec Advisor (WO T&R HQ PM(N)) on potential RN Police and RM Police Officer candidates' career development. Refer to [Para 5030](#) for full details on RNP SUY requirements.

**8016. Terms of Reference for RNP**

a. The overarching responsibility of the TORs for all RNP personnel at sea lay jointly with the Navy Command Executive Team for the Executive functions and with the PM(N) (WO1(MAA) (T & R), HQ PM(N)) for the Policing functions. TORs for other RNP personnel employed in a Policing function lay solely with PM(N)

b. The TORs/SJAR front page 'Role & Responsibilities' will be reviewed annually or as required. The TORs/SJAR front page 'Role & Responsibilities' will ensure RNP personnel are properly employed iaw their Policing/Executive function, thus maintaining currency and continual professional development. Additionally, TORs/SJAR front page 'Role & Responsibilities' will be used to aid selection/promotion boards in measuring the performance/potential of RNP with their respective counterparts.

**8017. Role of RNP Spec Advisor**

a. Duties include:

Liaising and advising the RNP Career Manager (CM) and the RNP Branch Manager.

Liaising with RNP Personnel on training, career development and future assignments.

Liaising with LMs on RNP training, career development and future assignments.

Managing the RNP training programme at all levels.

Liaising with CM over priorities for loading to RNP training courses.

Liaising with CM over the management of RNP gapping, Op Tours, HRC & ERP etc.

Compiling and reviewing RNP TORs and Competencies.

Advising CM on manning priorities and giving guidance on resolving short notice RNP manning issues.

Liaising with Commanding Officers/LMs on the employment of RNP.

Advising on RNP training, recruitment, selection process and policy.

Advising on RNP career/promotion process and policy.

Advising on Establishment manning levels and proposing changes in order to meet RNP priorities.

Assisting HRTSG on the development/review of RNP OPS' and SOTR.

Assisting the RNP SUY Recording Authority (DPM(N)) with the career development of RNP SUY candidates.

b. RNP personnel including LMs are encouraged to engage with the RNP Spec Advisor for guidance on RNP personnel issues or on training, career development and future assignments.

#### 8018. RNP OJARs and SJARs

a. Reporting Officers who are not members of the Service Police are not to comment in OJARs/SJARs on an individual RNP/RM Police member's exercise of their investigatory functions (see Para 20042 [sub para c](#)).

b. **Background.** As a result of European Court of Human Rights actions brought against the Secretary of State for Defence in relation to UK military activity in Iraq, Public Interest Lawyers challenged the independence of the Service Police. One particular aspect of the challenge was whether a Non-Service Police Reporting Officer (NSPRO), who was able to comment on the investigatory performance of a member of the RNP, could be perceived to have influence over that person and therefore have influence over an investigation.

c. In order to address this challenge and preserve the necessary independence of Service Police investigations, following consultation with Central and Navy Command Legal staff, the relevant section of Para 20042 [sub para c](#) was amended to state that "Reporting Officers who are not members of the Service Police are not to comment in OJARs/SJARs on an individual RNP member's exercise of their investigatory functions."

d. Notwithstanding that it could be argued that this does not entirely remove the potential for a NSPRO to exert influence over a member of the RNP, it is a sensible and pragmatic step in demonstrating the intent to preserve the independence of police investigations.

e. **Definition and Guidance on Investigatory Functions.** The term "investigatory function" could be open to interpretation, so for reporting purposes it is recommended that it should be taken as follows: "The scope of the term "investigatory function" should be interpreted as including the manner, speed and effectiveness of how an investigation is conducted from point of arrest to the completion of the investigation".

f. As such, NSPROs should avoid making any comment either explicit or implied which could have a connection with the manner in which a member of the RNP conducts their investigatory role. Additionally, no comments should be made on matters which relate to the subject or content of RNP investigational policy, practice or procedures; specific investigational decisions made during an investigation and/or specific cases that are, or have been, under investigation by RNP.

g. This aligns clearly with the provisions of the Armed Forces Act 2006, which state that when acting in an investigatory capacity a member of the RNP becomes directly accountable for that investigation to PM(N) and not the Command Chain.

h. Any concerns about the investigative competency or effectiveness of a member of the RNP should, in the first instance, be addressed by the NSPRO with the Area Naval Provost Marshal (NPM) within whose Area of Responsibility (AOR) they are based. In more serious cases they may wish to engage directly with the HQ PM(N) Professional Standards Unit.

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i. None of the above prevents a NSPRO reporting on wider whole ship policing functions or the manner in which other policing duties are conducted. Additionally, the list of performance attributes within the SJAR/OJAR should still be measured against but care should be taken to refrain from providing any supporting evidence within the text which is connected to an investigatory function. NSPROs may find it helpful to draw upon the reports provided by RNP inspection agencies, such as FOST X3 or HQ PM(N) Professional Standards Unit, in order to inform their judgement on the wider policing performance of their RNP staff.

j. **Future Intent.** HQ PM(N) is currently working with CNPers staff to develop the use of the existing specialist insert slip process to capture commentary on the investigatory performance of RNP personnel in such circumstances. It is envisaged that this process will be aligned with the current RNP investigative C2 structure, which will allow the Area NPMs to complete an insert slip commenting on the conduct of those investigations for which they and their management team have had oversight. It is acknowledged that this may presently be seen as a potentially faceless assessment. However, this will shortly be enhanced by new investigative reporting arrangements for RNP investigations, whereby NPM Staffs will validate investigations conducted by RNP within their AOR; this will enable them to measure directly and subsequently report upon the quality of those investigations.