

LEGAL NOTICE NO. 55

REPUBLIC OF TRINIDAD AND TOBAGO

THE CONSTITUTION OF THE REPUBLIC OF TRINIDAD AND TOBAGO  
CHAP. 1:01

ORDER

MADE BY THE PRESIDENT UNDER SECTION 123(2) OF THE CONSTITUTION

THE COMMISSIONER OF POLICE AND DEPUTY  
COMMISSIONER OF POLICE (SELECTION PROCESS)  
(AMENDMENT) ORDER, 2009

1. This Order may be cited as the Commissioner of Police and Deputy  
Deputy Commissioner of Police (Selection Process) (Amendment) Order,  
2009. Citation

2. In this Order, “Order” means the Commissioner of Police and Deputy  
Deputy Commissioner of Police (Selection Process) Order, 2007. Interpretation  
L.N. No. 166 of  
2007

3. Clause 3 of the Order is amended— Clause 3  
amended  
(a) by deleting paragraphs (a) to (i) and substituting the  
following paragraphs:

“(a) the Director of Personnel Administration shall, in  
accordance with section 20A(1)(c) of the Central  
Tenders Board Act, contract a firm experienced in  
conducting assessments of senior police managers Chap. 71:91  
to conduct an assessment process and the firm so  
contracted (hereinafter referred to as “the Firm”)  
shall consult with the Commission upon the  
completion of each stage of the process;

(b) the Firm shall advertise each vacancy for a period  
to be determined by the Commission, of not less  
than seven days, utilizing—

(i) effective information communication  
technology; and

(ii) local, regional and international print  
media;

(c) an applicant shall apply in the form specified by  
the Firm and shall submit to the Firm his  
application accompanied by—

(i) his biography or his résumé;

(ii) references in the number to be determined  
by the Firm, with current contact  
information of each referee; and

- (iii) any other relevant information which the Firm thinks appropriate;
- (d) the Firm shall indicate in every advertisement where the following may be found:
  - (i) written guidelines for the assessment process;
  - (ii) a copy of the Appointment of the Commissioner of Police and Deputy Commissioner of Police (Selection Process) Order, 2007 and the Appointment of the Commissioner of Police and Deputy Commissioner of Police (Qualification and Selection Criteria) Order, 2007; and
  - (iii) a written prospectus of the Police Service, compiled by the Firm with the assistance of the Commission;
- (e) the Firm shall select, from the applications received, the most suitable candidates for the assessment process;
- (f) the Firm shall ensure that the candidates referred to in paragraph (e) are subjected to best practice security vetting and recent professional vetting;
- (g) at least one of the persons serving on the assessment panel shall be of an equivalent or higher rank or in an equivalent or higher office than the candidate;
- (h) the Firm shall submit to the Commission—
  - (i) the results of its assessment process in the form of a short list of candidates and the Commission may consult or discuss those results with the Firm;
  - (ii) a report on its assessment of the entire selection process which shall include written recommendations for improvements, where necessary; and
  - (iii) in respect of the candidates referred to in subparagraph (i), the following documents:
    - (A) application of the candidate;
    - (B) résumé of the candidate;
    - (C) assessors' scores;
    - (D) assessors' feedback;
    - (E) medical examination report; and
    - (F) security and professional vetting report;

- (i) the Commission shall conduct its own assessment of not more than the five highest graded candidates on the short list;”;
- (b) in paragraph (j), by deleting the word “applicant” and substituting the word “candidate”;
- (c) by deleting paragraph (k) and substituting the following paragraph:
  - “(k) where enquiries by the Commission result in an adverse report of a criminal, legal, professional or ethical nature—
    - (i) the Commission shall notify the candidate concerned of the report;
    - (ii) the candidate may make representation to the Commission within a period not exceeding two weeks from the date on which he is notified of the report; and
    - (iii) the Commission may disqualify the candidate on the basis of the adverse report;”;
- (d) by deleting paragraph (l) and substituting the following paragraph:
  - “(l) the Commission shall then take into account all information on the candidates and thereafter establish an Order of Merit List;”;
- (e) by inserting after paragraph (l), the following paragraph:
  - “(m) the Commission shall select the highest graded candidate on the Order of Merit List and submit that candidate’s name to the President in accordance with the procedure set out in section 123 of the Constitution.”.

4. The Order is amended by inserting after clause 3, the following clauses: Clauses 3A and 3B inserted

“Use of Order of Merit List in certain circumstances

3A. (1) Where, in relation to paragraph 3(1), the House of Representatives does not approve of the highest graded candidate on the Order of Merit List pursuant to section 123 of the Constitution, subsequent nominations in order of merit may be submitted to the House of Representatives from the Order of Merit List only in accordance with the procedure set out in the Constitution.

(2) Where the Order of Merit List is exhausted, the process set out in this Order shall be recommenced.

(3) With respect to the nominations submitted in accordance with the procedure set out in section 123 of the Constitution, the Commission shall also submit a dossier in respect of each candidate so nominated.

(4) The dossier referred to in subclause (3) shall contain the following:

- (a) application of the candidate; and
- (b) the biography or résumé of the candidate.

3B. For the purposes of this Order, the Order of Merit List shall be valid for a period of one year.”

Clause 5  
inserted

5. The Order is amended by inserting after clause 4, the following clause:

“Nomination of candidate in particular circumstances 5. Notwithstanding this Order, if, for whatever reason, the office of Commissioner or Deputy Commissioner becomes vacant, the Commission may nominate a candidate who was previously assessed in accordance with clause 3, if the Order of Merit List is still valid.”

Dated this 19th day of March, 2009.

A. LEUNG WOO-GABRIEL  
*Secretary to Cabinet*

Laid in the House of Representatives this            day of            , 2009.

*Clerk of the House*

Laid in the Senate this            day of            , 2009.

*Clerk of the Senate*