

LEGAL NOTICE NO. 166

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)  
ORDER, 2007

1. This Order may be cited as the Commissioner of Police and Deputy Commissioner of Police (Selection Process) Order, 2007. <sup>Citation</sup>

2. In this Order, “Commission” means the Police Service Commission established under section 122 of the Constitution. <sup>Interpretation</sup>

3. The selection process for appointment to the offices of Commissioner of Police and Deputy Commissioner of Police shall be conducted in the following manner: <sup>Selection process</sup>

- (a) the Commission shall advertise each vacancy twice each—
  - (i) on the Internet;
  - (ii) in at least two daily newspapers in circulation—
    - (A) locally;
    - (B) regionally; and
    - (C) internationally; and
  - (iii) in at least two professional journals in circulation—
    - (A) locally;
    - (B) regionally; and
    - (C) internationally,at least four months before the appointment is to be made;
- (b) every applicant shall be required to apply on the designated form and also submit his personal biography, two references with current contact information, and any other relevant information which he considers will advance his candidacy;
- (c) the services of a firm, experienced in conducting assessments of top police managers, shall be contracted by the Commission to conduct an assessment process;

- (d) applications shall be made to the Commission and the Commission shall forward them to the firm;
- (e) the firm shall—
  - (i) establish guidelines for the assessment process and such guidelines, in writing;
  - (ii) procure a copy of the Appointment of the Commissioner of Police and Deputy Commissioner of Police (Qualification and Selection Criteria) Order, 2007 and the Order; and
  - (iii) in co-operation with the Commission, compile a description of the Police Service and such compilation, in writing,  
shall be sent to each candidate at least one month before the conduct of the assessment process;
- (f) the firm, taking into account only the applications received, shall determine an appropriate number of suitable candidates for the assessment process;
- (g) where a candidate is a senior police officer, at least one of the persons serving on the assessment panel shall be of an equivalent or higher rank or position than the rank or position of the candidate;
- (h) the firm shall submit the results of its assessment process to the Commission in the form of an Order of Merit List and only thereafter the Commission may consult or discuss with the firm those results;
- (i) the Commission shall review the assessment of not more than the top five candidates from the Order of Merit List and subsequently conduct its own interviews with those candidates;
- (j) the Commission may gather such other information on each applicant as it considers necessary and appropriate to determine the merits of his application and suitability for the office for which he is being considered;
- (k) where enquiries by the Commission result in an adverse report of a criminal, legal or ethical nature, the candidate concerned shall be given an opportunity to be heard, and may be disqualified on the basis of such adverse report; and
- (l) the Commission shall then take into account all information on the candidates and select the top candidate, and submit that candidate's name to the President in accordance with section 123(3) of the Constitution.

4. The Commission has the right to determine the veracity of any <sup>Verification of</sup> statement or adverse report made to the Commission in relation to any <sup>reports</sup> candidate for the offices of Commissioner of Police and Deputy Commissioner of Police.

Made this 19th day of July, 2007.

A. LEUNG WOO-GABRIEL  
*Secretary to Cabinet*

Laid in the House of Representatives this 20th day of July, 2007.

J. SAMPSON  
*Clerk of the House*

Laid in the Senate this 23rd day of August, 2007.

N. JAGGASSAR  
*Clerk of the Senate*