

# **NORTHERN IRELAND POLICING BOARD'S INDEPENDENT COMMUNITY OBSERVER SCHEME**

**REPORT ON 2018/19 PSNI  
RECRUITMENT CAMPAIGN**

## **BACKGROUND**

In September 1999 the report of the Independent Commission on Policing, (known as the Patten Report) recommended that police recruitment should be contracted out to an independent agency and that there should be community oversight of the process.

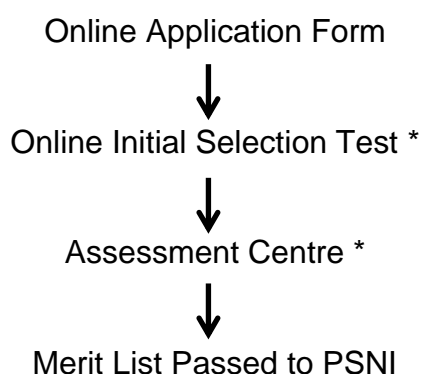
Subsequently, the Board established a team of volunteers from all sections of the community known as Independent Community Observers (ICOs). Their role is to observe, and report to the Board, on the PSNI recruitment processes in line with Section 10 of the Police (Recruitment) (Northern Ireland) Regulations 2001.

## **CONTEXT**

In previous PSNI Recruitment campaigns, ICOs were involved at two\* stages. However, within the 2017/18 Campaign, and again within this last campaign 2018/19 (stages outlined below), the initial selection test stage was conducted online therefore ICO's were solely involved at the Assessment Centre stage. This stage involves ICOs observing a sample of the recruitment process for the post of PSNI Police Constable and reporting back to the Board on:

- The adequacy of facilities and arrangements; and
- Whether, as far as practicable, the same procedures were applied to all candidates.

## **THE RECRUITMENT STAGES <sup>1</sup>**



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<sup>1</sup> The current stages for PSNI recruitment (as managed by the Independent Recruitment Agent, Deloitte).

## **DETAIL**

The PSNI recruitment campaign was advertised in October 2018 and in this campaign there was one Assessment Centre situated within the Park Inn Hotel, Belfast.

ICOs commenced their volunteering, including the observation of Sergeants Briefings and role plays, during the period of 14 January 2019 and 22 March 2019, with a further IST re-sit on 3 April 2019.

A total of 27 visits were made by ICO's, in pairs, to the Assessment Centre and during this time they observed a total of 58 role plays and 26 sergeants briefings. Within these visits the ICOs observed and commented on whether:

- Candidates are given equal amounts of time for each process;
- The same procedures are applied to all candidates;
- Instructions to candidates are clear, whether spoken or written;
- The appropriate number of assessors/role players etc were with the candidates;
- Candidates are treated with respect / courtesy / sensitivity / confidentiality and professionalism;
- Candidates were given prompt responses to any questions they had;
- The size of the rooms / temperature / lighting etc was acceptable;
- There were no distractions for candidates such as excessive noise;
- Background briefing was provided as necessary; and
- Sessions lasted the specified length.

From these 100% (27) of the visits found that the same procedures were being applied to all of the assessments with 96% (26) rating the facilities as good and 4% (1) rating them as acceptable.

A further statistical breakdown of the reports received during the 2018/19 campaign are outlined below and published at [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk)

**TABLE 1: Location of the Test Centre**

Location	Total Visits	%
Park Inn Hotel Belfast	27	
<b>TOTAL</b>	<b>27</b>	<b>100%</b>

**TABLE 2: Duration of the Observation**

Duration	Total	%
< 60 mins	10	37
60-89 mins	8	30
90-119 mins	6	22
> 120 mins	0	0
Unrecorded	3	11
<b>TOTAL</b>	<b>27</b>	<b>100%</b>

**TABLE 3: Type of Test Centre Observation**

Type of Test			
Sergeants Briefing	Role Play 1	Role Play 2	TOTAL
26	48	10	<b>84</b>

**TABLE 4: Observer Rating of Procedures**

Procedures	Total	%
Same procedures applied across all assessments	27	100%
<b>Total</b>	<b>27</b>	<b>100%</b>

**TABLE 5: Observer Rating of Facilities**

Facilities	Total	%
Good	26	96%
Acceptable	1	4%
<b>Total</b>	<b>27</b>	<b>100%</b>

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## DOCUMENT TITLE

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Northern Ireland Policing Board's  
Independent Community Observer Scheme  
Report on 2018/19 PSNI Recruitment Campaign

## ONLINE FORMAT

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