

NORTHERN IRELAND POLICING BOARD'S INDEPENDENT COMMUNITY OBSERVER SCHEME

**REPORT ON 2017/18 PSNI
RECRUITMENT CAMPAIGN**

The Independent Community Observer Scheme 2018

Northern Ireland Policing Board

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.

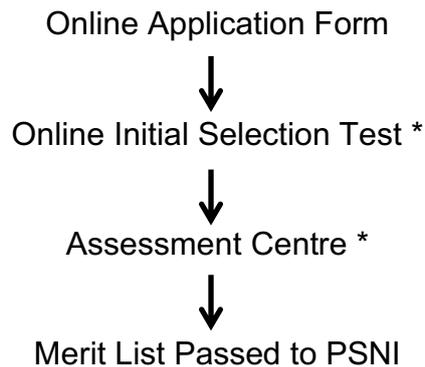
Subsequently, the Board established a team of volunteers from all sections of the community known as Independent Community Observers (ICOs). Their role is to observe, and report to the Board, on the PSNI recruitment processes in line with Section 10 of the Police (Recruitment) (Northern Ireland) Regulations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

Context:

In previous PSNI Recruitment campaigns, ICOs were involved at two* stages. However, within the PSNI's 2017/18 campaign (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 Process Stages ¹



Detail:

The PSNI recruitment campaign was advertised in October 2017 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 26 January 2018 and 17 April 2018.

A total of 25 visits were made by two ICO's each time to the Assessment Centre and during this time the ICOs observed a total of 45 role plays and 21 sergeants briefings. Within these visits they 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;

¹ The current stages for PSNI recruitment (as managed by Deloitte).

- 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% (25) of the visits found that the same procedures were being applied to all of the assessments and 100% (25) rated the facilities as good.

Full statistical breakdown of the reports received during the campaign are outlined below and published at www.nipolicingboard.org.uk

TABLE 1: Location of the Test Centre

| Location | Total Visits | % |
|------------------------|--------------|-------------|
| Park Inn Hotel Belfast | 25 | |
| TOTAL | 25 | 100% |

TABLE 2: Duration of the Observation

| Duration | Total | % |
|--------------|-----------|-------------|
| < 60 mins | 15 | 60 |
| 60-89 mins | 8 | 32 |
| 90-119 mins | 2 | 8 |
| > 120 mins | 0 | 0 |
| Missing | 0 | 0 |
| TOTAL | 25 | 100% |

TABLE 3: Type of Test Centre Observation

| Type of Test | | | |
|--------------------|-------------|-------------|-----------|
| Sergeants Briefing | Role Play 1 | Role Play 2 | TOTAL |
| 21 | 36 | 9 | 66 |

TABLE 4: Observer Rating of Procedures

| Procedures | Total | % |
|--|-----------|-------------|
| Same procedures applied across all assessments | 25 | 100% |
| Total | 25 | 100% |

TABLE 5: Observer Rating of Facilities

| Facilities | Total | % |
|--------------|-----------|-------------|
| Good | 25 | 100% |
| Total | 25 | 100% |

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Report on 2017/18 PSNI Recruitment Campaign

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