

PC TO SERGEANT ASSESSMENT CENTRE – 12 SEPTEMBER 2006

INTRODUCTION

1. A PC to Sergeant Assessment Centre was attended by the Chair of this Committee on 12 September 2006.
2. This report outlines the main themes of the day.

PC TO SERGEANT ASSESSMENT CENTRE

3. 64 candidates – 15 per day.
Spread over 5 days
Held at the KC Stadium
Need 40 Sergeants
Past success rate around 50%

The Chair spent around 5 hours there.

4. Assessors/Role Actors
Psyton Associates – Thirsk
Michelle Monckton/Tony Platton – Chartered Psychologists
Psyton have similar contracts in 15 of the 43 Forces.
They are external so therefore bring total objectivity.
5. Based on Competencies
 - problem solving
 - maximising potential
 - resilience
 - planning and organising
 - customer and community focus
 - effective communication
 - respect for diversity – if candidate fails this then he/she fails overall.
6. Day is Structured into
 - competency questionnaire
 - presentation
 - role play x 2
 - written correspondence
 - interview.
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7. Assessors Looking For
 - how a candidate assesses a situation
 - ability to make proactive and pragmatic suggestions for improvement
 - engage other interested parties and work towards a shared resolution of difficulties

- effective communication eg ability to write a clear and precise report.

8. Summary

- professionally prepared for in advance
- good venue
- meticulous timing on each exercise for each candidate
- pressurised environment for candidates most of whom are not used to assessment centres
- fair/open/transparent
- candidates scored by number not by name but, because of this nothing “touchy/feely” about it (operating theatre?)

RECOMMENDATION

9. It is recommended that Members note this report.

CHAIR
Humberside Police Authority Personnel Committee