



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2009-01468

**Keyword:** Human Resources

**Subject:** CRIME SCENE INVESTIGATOR SELECTION BOARDS

### Request and Answer:

#### Question 1

How many of the top 20 persons on the merit list were selected by the first interview panel and how many by the second interview panel?

#### Answer

The result from this competition was that 12 people from panel one and 8 people from panel two were in the top 20.

For background information when there are a large number of candidates to be interviewed it is not always possible to use one panel, as this would result in panel members interviewing for several weeks at a time.

The use of multiple panels is common for larger competitions and 'good practice' when using multiple panels is to appoint a QA (Quality Assuror) as used in this selection board.

The primary role of the QA is to ensure that the panels assess in an objective and consistent manner. Should any issues or variation in scoring between panel members arise, they arbitrate. The role of the QA is to sit in on a number of the interviews to ensure that both panels are applying the same standard. Both panels are already assessing each candidate against the same rating scale of 1-7. The addition of the QA ensures consistency between the panels and their application of this marking scale.

In previous years, before it was identified as 'good practice' that a QA should be utilised for multiple panels, the method used was to take the same number of top candidates from each panel. This is deemed not to be 'good practice' as one panel may have stronger candidates than the other panel, as it is unlikely that 2 panels would have precisely the same number of strongest candidates.

The use of a QA is therefore deemed a better way to ensure the strongest candidates are identified, regardless of which panel they were assessed by.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this email.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.pnn.police.uk](mailto:foi@psni.pnn.police.uk)

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the

Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ <http://www.psnipolice.uk/>

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.