



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-03026

Keyword: Human Resources

Subject: Detective Inspector Process - June 2010

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

I am requesting the following information in relation to the recent D/Inspector (District only) process in June 2010:

Could I please be advised of the range of scores attained in each competency per panel for the process, i.e., minimum and maximum scores attained per panel, per competency.

Answer

Competency	Panel 1	Panel 2	Panel 3
Problem Solving	1 – 7	1 – 6	1 - 7
Maximising Potential	1 – 4	1 – 5	2 - 4
Planning & Organising	1 – 4	1 – 5	1 - 5
Community & Customer Focus	1 – 6	1 – 6	2 - 5
Effective Communication	2 – 6	1 – 4	2 - 4
Respect for Race & Diversity	3 – 5	4 – 5	3 - 5

Question 2

As above but in relation to the persons that passed the process, i.e., minimum and maximum scores attained per panel, per competency from those that passed the process.

Answer

Competency	Panel 1	Panel 2	Panel 3
Problem Solving	3 – 6	3 – 6	3 – 7
Maximising Potential	2 – 4	2 – 5	2 - 4
Planning & Organising	3 – 4	2 – 5	2 - 5
Community & Customer Focus	3 – 6	2 – 6	2 - 5
Effective Communication	2 – 6	2 – 4	3 - 4
Respect for Race & Diversity	4 – 5	4 – 5	3 - 4

Question 3

The ratio of Sergeants to Inspectors in each panel.

Answer

Panel 1 – 21 Sergeants – 2 Inspectors interviewed

Panel 2 – 16 Sergeants – 6 Inspectors interviewed

Panel 3 – 15 Sergeants – 6 Inspectors interviewed

Question 4

The number of Sergeants and Inspectors that passed the process in each panel.

Answer

Panel 1 – 7 Sergeants – No Inspectors

Panel 2 – 8 Sergeants – 3 Inspectors

Panel 3 – 9 Sergeants – 3 Inspectors

Question 5

Details of checks that were in place to ensure the marking guide was applied consistently throughout each panel.

Answer

- (1) Panel members were all trained together
- (2) An independent quality assurer sat in on each interview
- (3) Quality assessors were rotated across all panels
- (4) Quality assessors met daily to confer on scoring
- (5) Panel members met daily to confer on scoring
- (6) Document checks were conducted on a daily basis
- (7) Occupational Psychologist reviewed scoring across all panels

Question 6

In relation to those that passed the process, the range of overall scores for District & Crime Ops process, per panel.

Answer

Successful Officers	Specialist Question 1	Specialist Question 2
Panel 1	3 – 6	3 - 4
Panel 2	3 – 7	3 - 6
Panel 3	3 – 6	3 – 4

Question 7

As above but in relation to those that weren't successful.

Answer

Unsuccessful Officers	Specialist Question 1	Specialist Question 2
Panel 1	1 – 4	1 – 5
Panel 2	1 – 5	2 – 3
Panel 3	1 – 3	1 - 4

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 letter.

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.

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 @ www.psni.police.uk

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