



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-01025

Keyword: Human Resources

Subject: Physical Competence Assessment

Request and Answer:

Question 1

During the March Policing Board Meeting, ACC Finlay stated that there was on-going analysis into the PCA (Physical Competency Assessment) stage of the recruitment process. It was stated that PCA amendment options would be delivered to the Service Executive within the next number of weeks.

With regards to the above, can the PSNI give a brief outline of the various PCA options for consideration?

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.

With regard to the Physical Competence Assessment (PCA) Stage of the Recruitment Process, PSNI have decided on the introduction of one PCA Re-test into the current format of the PCA pre-entry stage of the Recruitment Process and additional PCA Support for Candidates. Further options will be considered if the process does not significantly increase the number of female applicants.

Question 2

What decision, if any, has the PSNI reached regarding possible amendments to the PCA stage of recruitment?

Answer

PSNI will introduce one PCA Re-test into the current format of the PCA pre-entry stage of the Recruitment Process and provide PCA Support Sessions to all Candidates who are unsuccessful during the PCA Test.

Question 3

How do the PSNI intend to inform candidates of any changes to the PCA, and can you provide an approximate date as to when they are likely to be informed? The Deputy Chief Constable is believed to have advised the Policing Board on 'Funding for 2015/16 and beyond - based on 6,963 Police Officers and sub-optimal recruitment of 100 officers per year.'

Answer

As there will be no changes to the PCA Test and Standards, there is no information to communicate to Candidates. Candidates who are unsuccessful during the PCA Test will be informed by letter and offered the opportunity to attend PCA Support Sessions and one PCA Re-test.

Question 4

In a previous FOI, PSNI stated that approximately 900 people are on the merit list for Campaign 2. If the recruitment figure above is adhered to, then do the PSNI anticipate that there will be a large number of individuals so far down the merit list that it is unlikely they will be offered a training place at all?

Answer

Current projections suggest recruitment of around 230 officers in the 2015/16 year subject to funding certainty and actual wastage. The PSNI expects to lose approximately 50% of the merit list in total during the 5 pre-appointment stages, as a result of no-shows, did not return forms, withdrawals, or fail at one or more stages.

There are no plans at present to run Campaign 3, and therefore PSNI may continue to appoint from the merit list from Campaign 2 beyond 2015/16, and until there is some more certainty on funding and sustainability.

Question 5

If so, will they be written to on these terms?

Answer

Against the context set out in Question 4, it is difficult at this stage to confirm how many appointments will be made in total from the list, or over what time frame. As such, we are not in a position to communicate on the probability of offer to candidates at this time.

Question 6

How long can the current merit list for Campaign 2 remain live?

Answer

Please see response to Question 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.

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