



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2023-1994

**Keyword:** Organisational Information Police/Staff Recruitment and Promotion

**Subject:** Structure of PSNI's Current Police Officer Recruitment Process

### Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

I would like to request the structure of your current police officer recruitment process, and the order in which the stages progress.

### Request 1

Could you also please include whether the stages are being run inside of force, or outsourced to other organisations (which organisation is not important).

### Request 2

Could you also include if those stages are designed internally, or if you have used external consultants or agencies to assist with their design (again, which companies are not important).

I am not seeking details on the content of the exercises, just the actual structure of the process itself. An example would be:

Stage 1 - Application Form, run by Human Resources, designed in-service  
Stage 2 etc.

### Answer

The Police Service of Northern Ireland is legislatively required to outsource the recruitment and selection process for Student Officers. The assessment stages of the recruitment process are therefore designed and managed by our external recruitment provider, and consist of:

1. Online Application.
2. Initial Selection Test.
3. Assessment Centre.

When candidates have successfully progressed through the above stages they are included on a merit list and passed to the Police Service of Northern Ireland who manage the remaining pre-employment checks.

Further details are available via our Join PSNI recruitment website:

[Join PSNI | How Do I Join?](#)

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 Corporate Information Branch, 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 Corporate Information Manager, Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.police.uk](mailto:foi@psni.police.uk).

If, following an Internal Review carried out by an independent decision maker, you remain unhappy about how your request has been handled you have the right to apply in writing to the Information Commissioner, under Section 50 of the Freedom of Information Act, at 'Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. There are a number of other platforms you can use to contact the ICO and these can be found on the ICO's website at the following link: [Make a complaint | ICO \(https://ico.org.uk/make-a-complaint/\)](https://ico.org.uk/make-a-complaint/).

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 their 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](http://www.psni.police.uk)

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