

CENTREX
DEVELOPING POLICING EXCELLENCE



www.centrex.police.uk

Charlie Eyre
(Senior Psychologist)

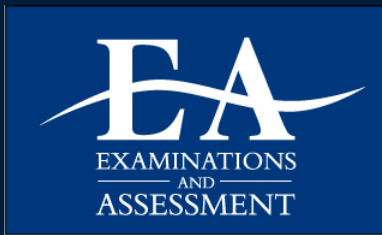
**Presentation to 26th IPMAAC Conference on
Personnel Assessment
New Orleans, LA
2 July 2002**

Who are we?

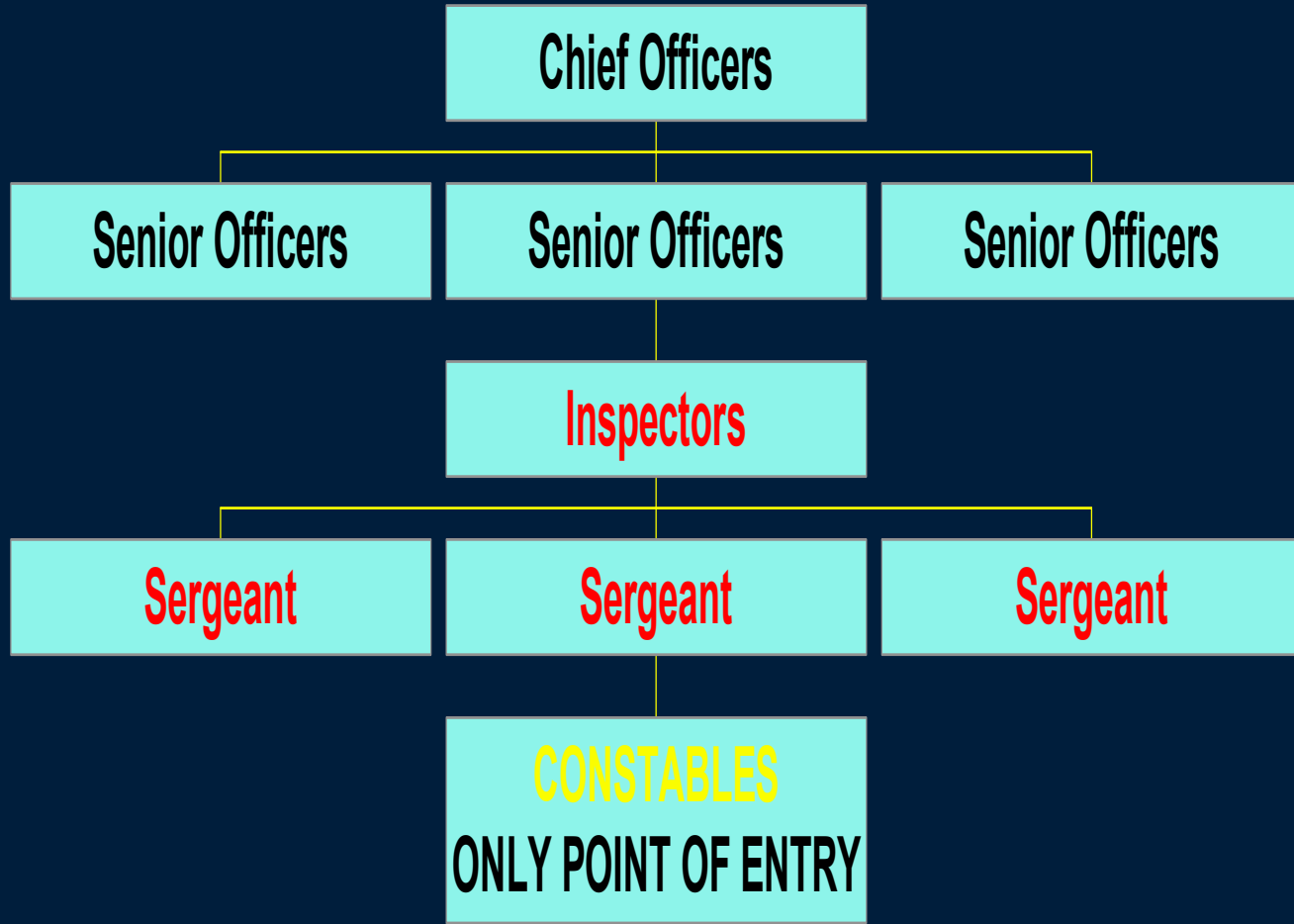
- Centrex Examinations & Assessment
- Government funded Department
- Based in Harrogate, N. Yorkshire, U.K.
- Staffing
 - 16 Occupational Psychologists
 - 12 Police Officers
 - 14 Administration Staff

What do we do?

- Police Assessment
 - Recruitment - England & Wales
 - Probationer Assessment - England & Wales
 - Promotion - England, Wales & N. Ireland
 - Detective Selection - England & Wales
 - Consultancy Services



Rank Structure



Promotion Assessment

- Objective
- Structured
- Performance
- Related
- Examination



The OSPRE™ System

Part I - **Multiple Choice Examination**
(Knowledge of Law & Procedure)

Part II - **Assessment Centre**
(Role-Acted Work Samples)

OSPRE™ Part I

Law & Procedure Examination

Sergeants

8000+ Entrants
150 Multiple-Choice
Pre-Test Tails
3 hours
Normatively Scored
2500 Passes

Inspectors

3000+ Entrants
150 Multiple-Choice
Pre-Test Tails
3 hours
Normatively Scored
800 Passes

OSPRE™ Part I

- Standardised Syllabus



Blackstone's
POLICE MANUAL
GENERAL
POLICE DUTIES
 HUMAN RIGHTS EDITION
 2002



FRASER SAMPSON



Blackstone's
POLICE MANUAL
CRIME
 2002



FRASER SAMPSON



OSPRE™ Part I

- Standardised Syllabus
- Examination Blueprint

Examination Blueprint

- Legislation survey
- Sergeant & Inspector ranks
- 120 areas of legislation rated for:
 - Frequency
 - Importance
- Ranked cross-product indices
- Exam content reflects blueprint

OSPRE™ Part I

- Standardised Syllabus
- Examination Blueprint
- Trained MCQ Writers

MCQ Writer Training

- 4 Day course
 - Overview of Assessment
 - Item Design
 - Psychometrics - Item Analysis
 - Practical examination
 - Review and revise questions
- Bank of 120 writers
- Regular Review Seminars

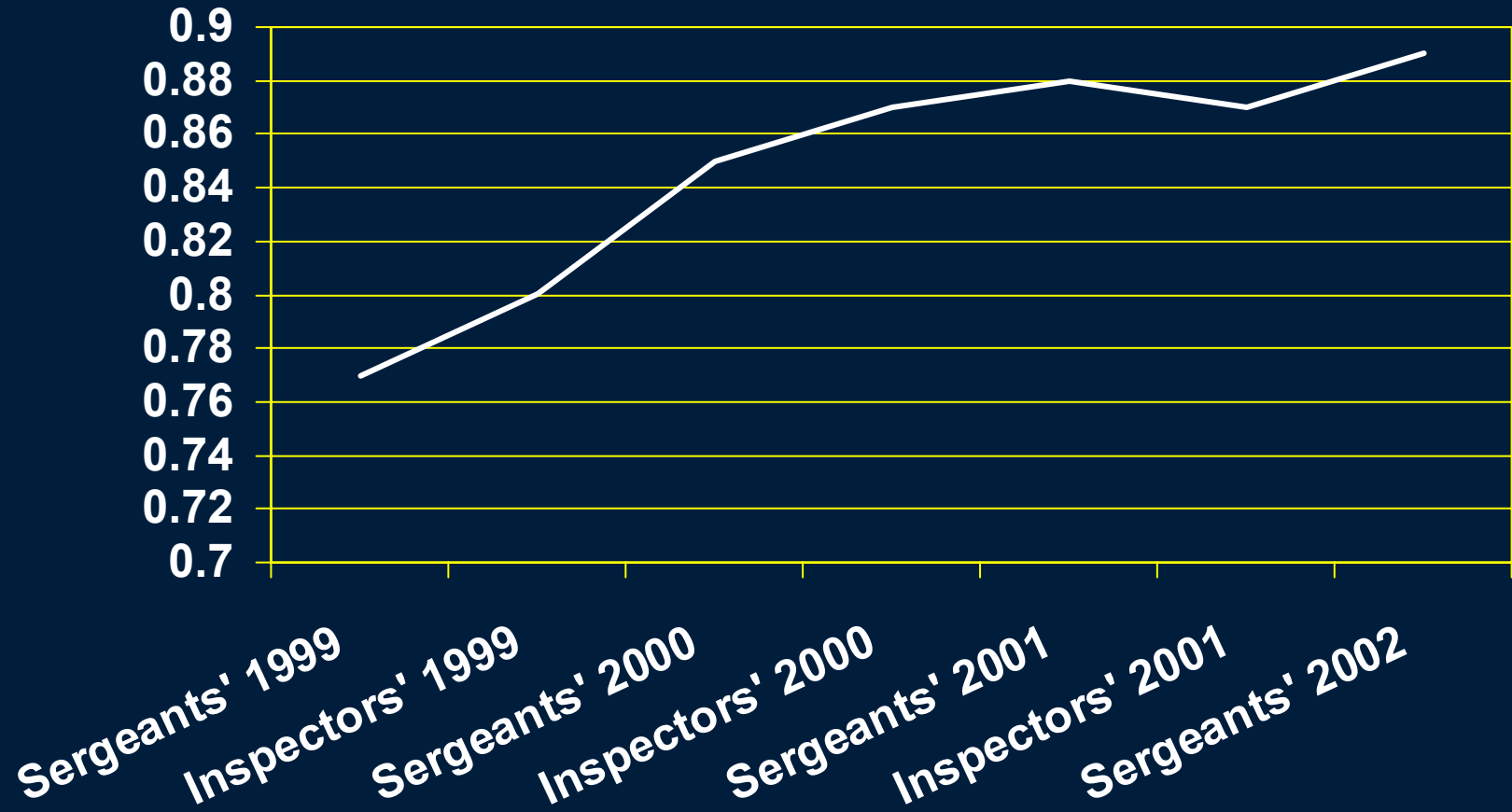
OSPRE™ Part I

- Standardised Syllabus
- Examination Blueprint
- Trained MCQ Writers
- Psychometric Evaluation

Psychometric Evaluation

- Standard CTT criteria
- Pre-testing of all items

Internal Consistency



OSPRE™ Part I

- Standardised Syllabus
- Examination Blueprint
- Trained MCQ Writers
- Psychometric Evaluation
- Quality Assurance

Quality Assurance

- Equal Opportunities experts
- Internal legal expert
- External moderator group
- External legal validation (CPS)

OSPRE™ Part I

- Standardised Syllabus
- Examination Blueprint
- Trained MCQ Writers
- Psychometric Evaluation
- Quality Assurance
- Feedback

Candidate Feedback

Evidence & Procedure

The Evidence & Procedure section of the syllabus cover issues relating to summons & warrants, bail, court procedures and witnesses. It covers all aspects of law of evidence, including similar fact evidence, exclusion of admissible evidence and disclosure of evidence. The police station procedure including custody officer's duties, identifications and interviews was also potentially examinable in this area. In relation to this subject area:

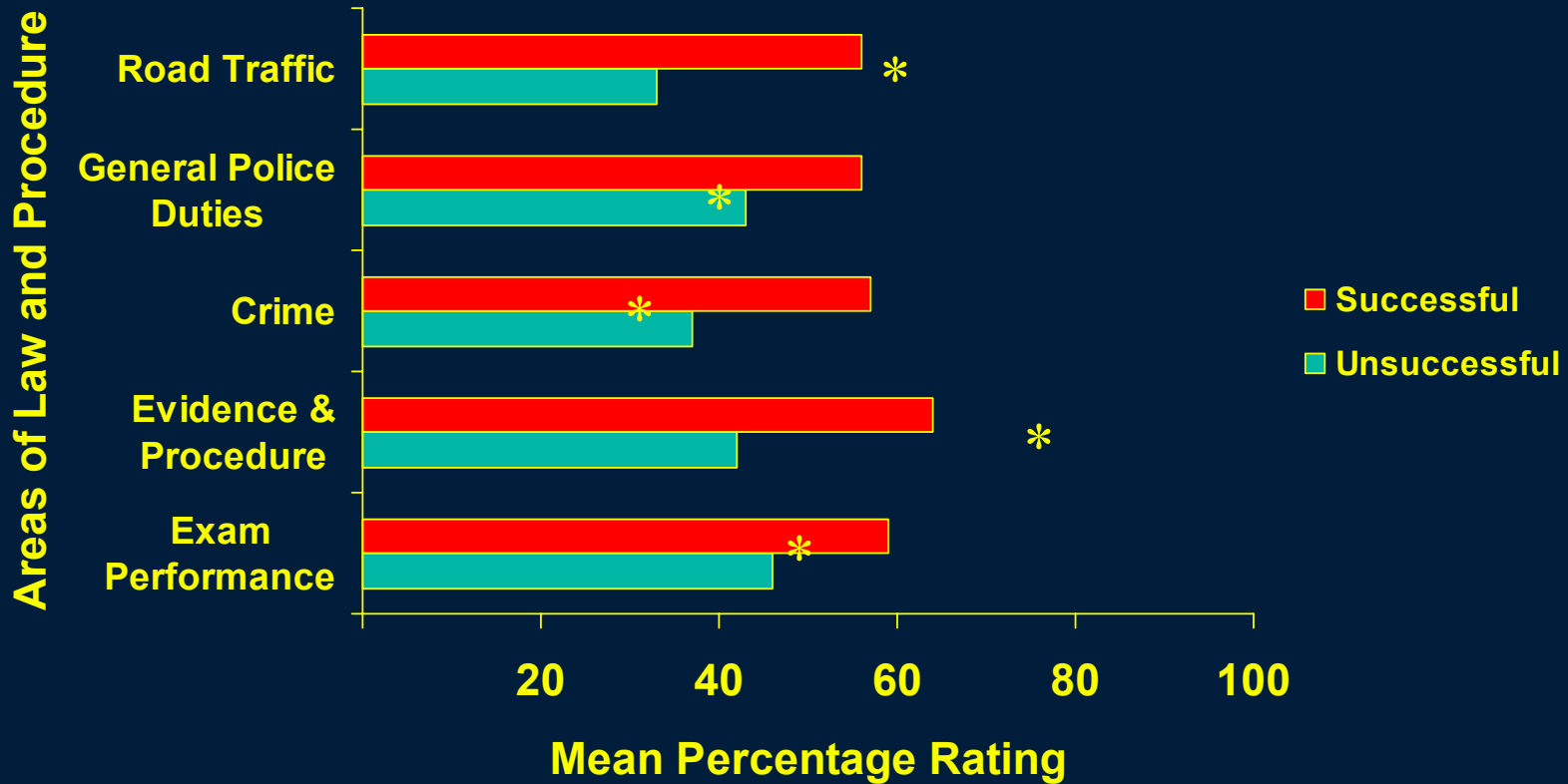
82% of candidates scored lower than you.

9% of candidates scored the same as you.

9% of candidates scored higher than you.

Force Feedback

Westshire (120 Candidates)



OSPRE™ Part II

Assessment Centre

Sergeants

3000+ Candidates

3 National Locations

7 Work Samples

45 Minutes

Preparation

5 Minutes Activity

1600 Passes

Inspectors

1400+ Candidates

3 National Locations

7 Work Samples

45 Minutes

Preparation

5 Minute Activity

600 Passes

OSPRE™ Part II

- National Competencies
- Trained Independent Assessors
- Stakeholder Consultation
- Realistic Work Samples
- Exercise Design Model
- Quality Assurance
- Feedback
- Reduced Contamination
- Professional Development

National Competency Framework

- Introduced October 2001
- Dedicated project team - 2 years project
- Will apply in England, Wales & N. Ireland
- Tasks, Knowledge & Behaviours for each rank
- 12 competencies - 2/3 levels each

National Competency Framework

- Community and customer focus
- Effective communication
- Maximising potential
- Negotiation and influencing
- Openness to change
- Planning and organising
- Personal responsibility
- Problem solving
- Resilience
- Respect for diversity
- Strategic perspective
- Teamworking

OSPRE™ Part II Assessors

- Who will they be?
- How will they be selected?
- How will they be trained?
- How will they be used?
- How will they perform?

Stakeholder Consultation

- Police Promotion Examination Board (PPEB) (input)
- Moderators (input and output)
- ACPO (input)
- Force Representatives (input and output)
- Independent Ombudsman (delivery and output)
- Equal Opportunities (input, delivery and output)
- Candidates (input, delivery and output)
- Independent Marking Moderator (output)

Exercise Design Model



Underpinned by the Guidelines and Ethical Considerations for Assessment Centre Operations (International Task Force on Assessment Center Guidelines)
Plus Equal Opportunities input at every stage.

OSPRE™ Part II

- Competencies Measured Minimum 3 Times
- No Exercise Measuring More than 5 Competencies
- **ORCE Model** (Validated Behavioural Checklist Assessment)
- **Optically Mark Read Forms** (Scanned onto database)
- **Scored Against Common National Standard**

Competency Candidate Feedback

Decision Making: Recognising problems in advance through checking facts and considering problems before taking action. Getting to the heart of problems and summarising information accurately. Assessing the feasibility of options and tolerating conflicting information.

How you performed compared to other candidates:

87% of candidates scored lower than you.

9% of candidates scored the same as you.

4% of candidates scored higher than you.

Exercise Candidate Feedback

Exercise: ADAMS

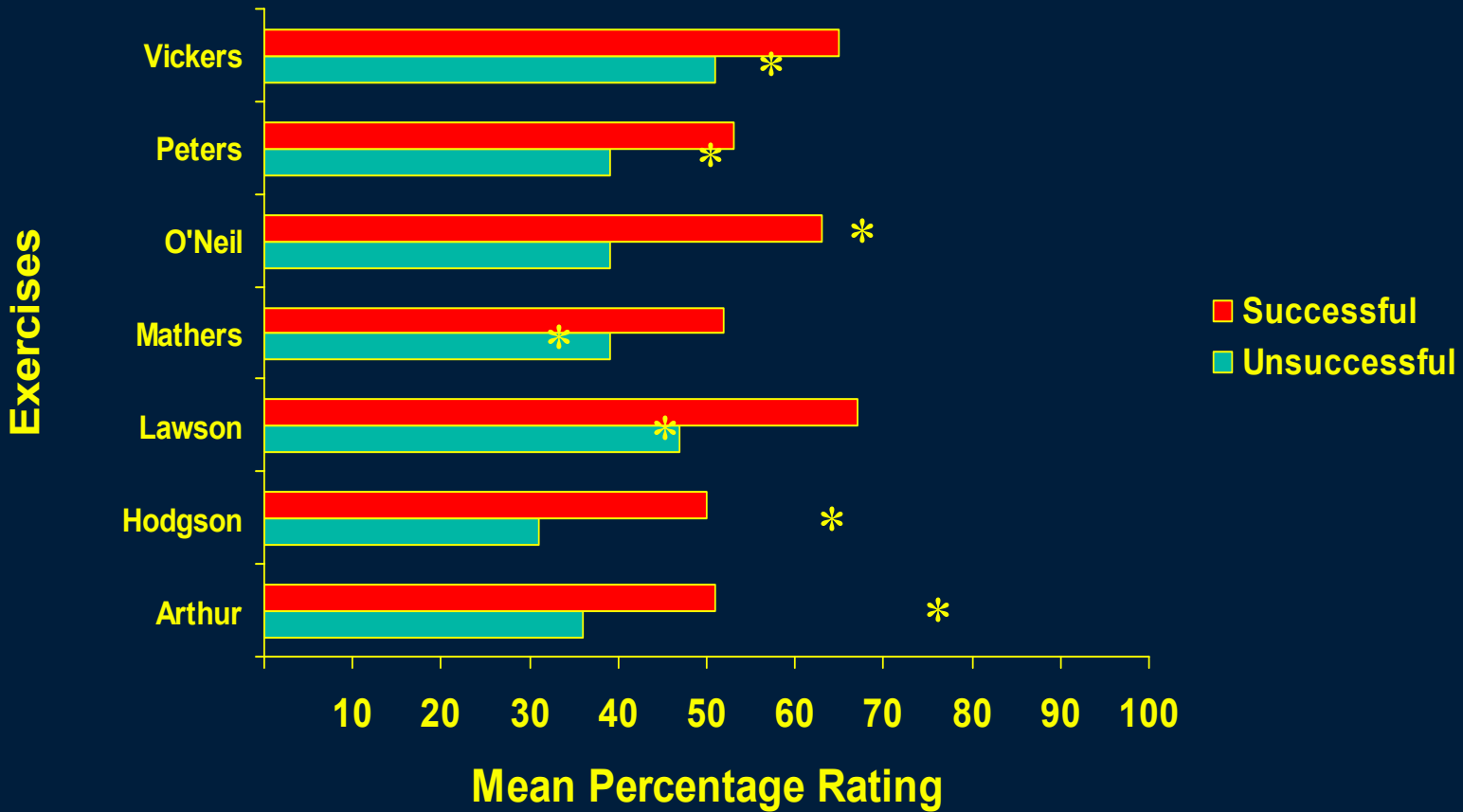
In this exercise the candidate met Constable Adams, a member of the sector team, to discuss the officer's recently completed appraisal. The officer's appraisal was good but highlighted areas for development. The officer was keen to become a traffic officer but needed to set appropriate objectives for the forthcoming appraisal period.

Your grades are:

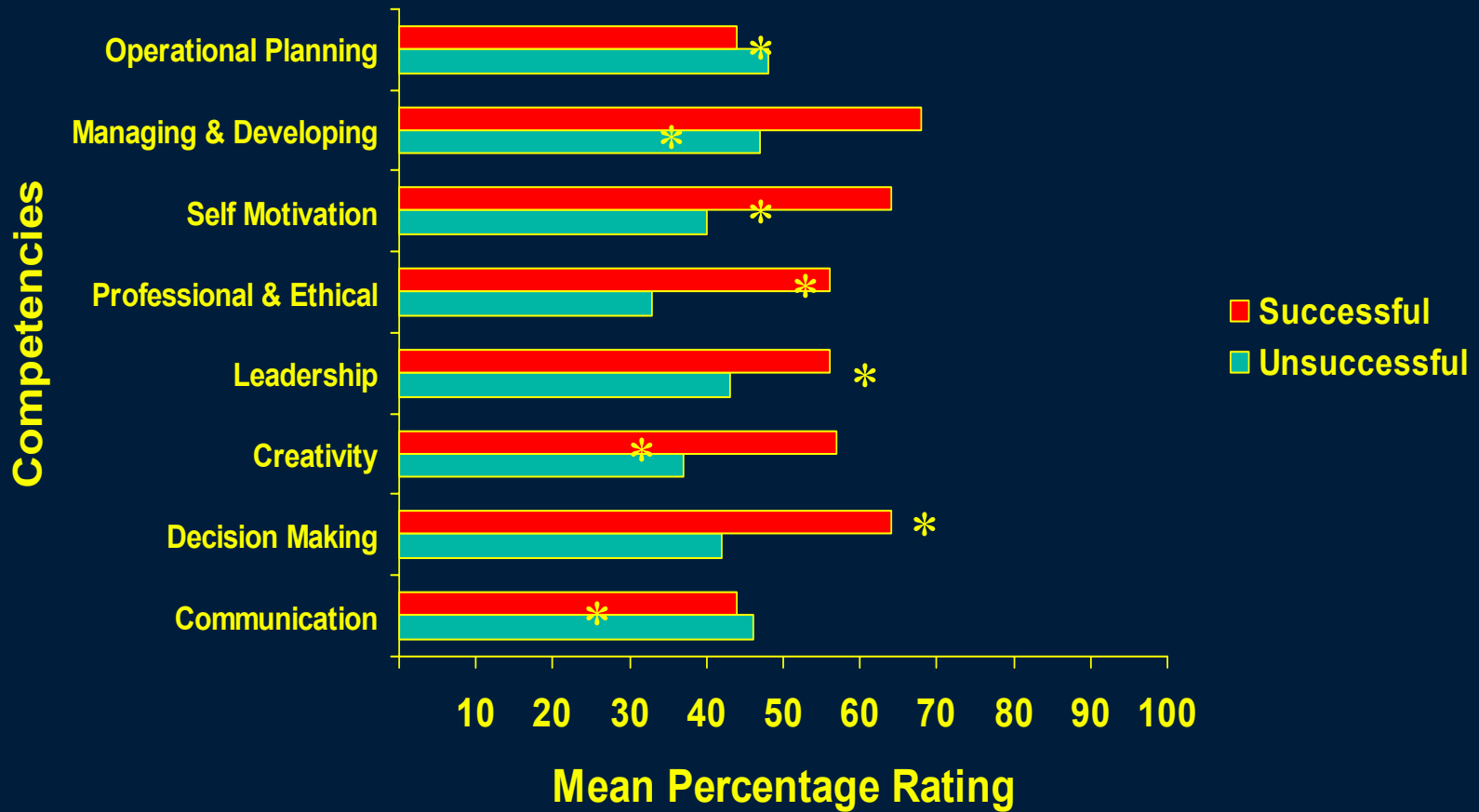
Decision Making	C
Managing and Developing Others	B
Leadership	B
Self Motivation	A

The majority of candidates were quick to outline to Constable Adams the positive aspects contained within the appraisal and supported their comments with specific examples and evidence taken from the appraisal document. This was generally followed by discussing the areas identified for development. Having covered these particular issues, most candidates continued the meeting by exploring the personal and career aspirations of Constable Adams....

Westshire (20 Candidates)



Westshire (20 Candidates)



Face Validity and Fairness

(2002 Inspectors' Part II - Sample 454)

Scenario	Relevant (%)	Fair (%)
One	89	61
Two	96	77
Three	99	77
Four	95	73
Five	94	57
Six	97	77
Seven	94	68
Total =	<hr/> 95%	<hr/> 70%

Criterion Validity

- 360° Feedback Performance Criteria
- Successful Sergeant candidates

<i>Supervisor</i>	<i>0.35</i>
<i>Peer</i>	<i>0.44</i>
<i>Subordinate</i>	<i>0.29</i>
<i>Overall</i>	<i>0.37</i>

(McGuigan 1998, n=63)

Inter-Rater Reliability

Behavioural Statements:	0.88
Scalars:	0.71
Grades:	0.84

(Stevenson 2001, n=131)

Future Challenges

- Criterion-referenced standards for Part I & Part II
- Flexibility of administration
- Growth in candidate population
- Commercial examination training
- Assessing candidates with disabilities

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