



Details on the Assessment Centre

If you pass the Initial Selection Test, you will be given an appointment to attend an Assessment Centre.

Please note that if you are invited to attend an Assessment centre you will be required to produce evidence of the qualifications that form a part of your application. It is important that you have these documents ready in advance of your Assessment Centre as failure to do so may result in your application being delayed or you may not be able to progress to the Assessment Centre Stage.

The Assessment Centre requires you to assume the role of a constable and consists of a number of different exercises (including written exercises and role plays, a re-test of the Initial Selection Test, as well as assessing your competence in technology).

The Assessment Centre is designed to assess you against the personal behaviours for a constable which are:

Accountability

- Serving the public
- Openness to change
- Service delivery

Courtesy, Fairness & Respect

- Professionalism

Collaborative Decision Making

- Decision making
- Working with others

At the Assessment Centre, professional assessors and lay assessors will assess you for defined behaviours during exercises. They will independently mark and then agree your rating for the exercise being examined. Their decision is final.

How to prepare for the Assessment Centre

Before the session

- Do not share information about Assessment Centre dates or venues via social media sites such as Facebook, Twitter or any other online forum. Sharing such information is prohibited.
- It is important that you familiarise yourself with your Unique Identity Number (UID) which is noted at the top of your invite email, beginning with the digits 1810... (followed by several digits specific to you).
- Be prepared and know what you are required to bring along to your Assessment Centre e.g. copy of invite email, ID etc.
- The Assessment Centre is based within a police setting, and you will be asked to assume the role of a constable. Therefore read the information provided on the joinpsni.co.uk website about the role and about the PSNI. In addition, you may want to carry out research on your own regarding the objectives and priorities for the PSNI over the next couple of years.

- Familiarise yourself with the personal behaviours you will be assessed against, and think about how you will demonstrate these behaviours to assessors.
- Plan your outfit the night before and get plenty of sleep.
- Bring your own wrist watch or stop watch as elements of the Assessment Centre are timed and it is your responsibility to manage your own time. You may **not** use a mobile phone for timekeeping purposes – mobile phones are **not** permitted in the Assessment Centres.
- If you wear glasses, be sure to take them with you.
- Plan your journey and give yourself plenty of time to get to the session - you must arrive for the session **30 minutes before the scheduled time** for registration purposes.
- Take directions and contact details with you to avoid delays and last minute panic.
- You may wish to bring some refreshments with you as the Assessment Centre may last up to 4 hours with some periods of waiting time between exercises.

At the session

- Listen carefully to instructions.
- Do exactly as you are told.
- Don't be afraid to ask questions.
- Don't be discouraged if you find the exercises difficult.
- Focus on your own performance and not those around you.
- Try as hard as you can.
- Relax, be yourself and let your personality shine through.

Assessment Centre Scheduling

The Assessment Centres are held in locations in and around Belfast. These sessions are held during weekdays and consist of morning and afternoon sessions.

Rescheduling Assessment Centres

Given the large number of candidates it will not always be possible to reschedule allocated appointments. If you cannot make the appointment you have initially been scheduled to, you should contact the Recruitment Team immediately via info@joinpsni.co.uk to enquire if an alternative slot is available. However, please be aware that there may not always be any free slots to accommodate your request.