



Stl'atl'imx Tribal Police Service

Administrative Policy: AB160 Assessment Centres

Effective Date: 2010-03-05 Revision Date:

1.0 Policy

Assessment Centres

1.1. Assessment Centres may be used, at the discretion of the STPS Chief Officer, for the purposes of:

- Recruit selection
- STPS personnel
 - Development
 - Promotion

1.2. An assessment centre, when used, will:

- Measure dimensions, attributes, characteristics, qualities, skills, abilities or knowledge specified in a written job task analysis
- Classify behavioural observations by assessors into some meaningful and relevant categories, such as dimensions, attributes, characteristics, aptitudes, qualities, skills, abilities, knowledge or tasks
- Use techniques designed to provide information for evaluating the dimensions previously determined by job analysis
- Use multiple assessment techniques
- Include sufficient job related simulations to allow multiple opportunities to observe the candidate's behaviour related to each dimension being assessed
- Use multiple assessors for each assessee
- Use trained assessors
- Use synthetic procedures by assessors to record specific behavioural observations at the time of their occurrence
- Require assessors to prepare a report or record of their observations made in each exercise in preparation for the integration discussion
- Pool information from assessors and techniques at a meeting among the assessors or through a cross validated statistical integration process



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Contested Assessments

- 1.3. Contested assessments will be reviewed and justified through an established review process

Reassessments

- 1.4. Application for reassessment will be provided where the candidate has actively pursued a program of self improvement related to the development areas identified in the Assessment Centre report

2.0 Reason for Policy

- 2.1. To provide information on the abilities, skills and potential of individuals being considered for the position of police officer or other STPS positions

3.0 Procedures

Assessment Centres

- 3.1. Assessment Centres used other than the JIBC will be at the discretion of the STPS Chief Officer

Contested Assessments

- 3.2. If an assessment report is contested by the individual being assessed, the STPS Chief Officer will review the report and, if justifiable, assist in a improvement process

Reassessments

- 3.3. Application for reassessment will be done in writing to the STPS Chief Officer
 - Indicating what has been done to address the issues outlined in the last assessment
- 3.4. Reassessments will be at the discretion of the STPS Chief Officer