



TRANSIT POLICE

ASSESSMENT CENTRES

Effective Date: September 12, 2005

Revised Date: June 21, 2013

Review Date:

Review Frequency: As Required

Office of Primary Responsibility: Deputy Chief Officer Support Services

POLICY

Definitions

Member – A Designated Constable, the Chief Officer or a Deputy Chief Officer of the Transit Police.

Police Academy – The entity authorized by the Director - Police Services/Ministry of Justice to administer provincially-approved recruit and advanced training for municipal constables, designated constables and enforcement officers.

Transit Police – The South Coast British Columbia Transportation Authority Police Service.

Authority

1. The Transit Police use of Assessment Centres for recruits and Members will comply with the Collective Agreement, any issued provincial standards or directives concerning use of assessment centers for police officers, and Transit Police policies and procedures.

General

2. The Transit Police will co-ordinate with Assessment Centre personnel to participate in assessments that will:
 1. measure dimensions, attributes, characteristics, qualities, skills, abilities or knowledge specified in a written job task analysis;
 2. classify behavioural observations by assessors into some meaningful and relevant categories, such as dimensions, attributes, characteristics, aptitudes, qualities, skills, abilities, knowledge or tasks;
 3. use techniques designed to provide information for evaluating the dimensions previously determined by job analysis;
 4. use multiple assessment techniques;
 5. include sufficient job-related simulations to allow multiple opportunities to observe the candidate's behaviour related to each dimension being assessed,

6. use multiple assessors for each assessee;
7. use trained assessors;
8. use synthetic procedures by assessors to record specific behavioural observations at the time of their occurrence;
9. require assessors to prepare a report or record of their observations made in each exercise in preparation for the integration discussion; and
10. pool information from assessors and techniques at a meeting among the assessors or through a cross-validated statistical integration process.

Recruit Assessment Centre

3. Candidates for recruit selection, chosen through established selection criteria within the Transit Police, will be required to attend the Justice Institute of British Columbia Police Academy Assessment Centre for assessment.

Contested Assessments

4. Contested Assessment Centre reports will be reviewed and justified through an established review process.

Reassessments

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

[See also: AB010 – Recruitment and Selection, AB150 – Promotion]

Key References:

BC Police Act [RSBC 1996, Chapter 367] (As Amended November 11, 2011)
British Columbia Provincial Policing Standards [1994]