

Metropolitan Police Authority challenge

The Metropolitan Police Authority (MPA) is a statutory body, established under the Greater London Authority Act 1999, which came into effect in July 2000. The Authority gives Londoners a regime of local democratic accountability for policing.

Members of the Authority scrutinise and support the work of the Metropolitan Police Service (MPS), including holding the MPS accountable for the Business Plan, its delivery and resources used. The MPA has 23 members including 12 London Assembly members appointed to the Authority by the Mayor of London, and 11 Independent members.

Founded by Sir Robert Peel in 1829, the original 1,000 officer police force operated in a seven mile radius from Charing Cross and served a population of less than two million. Today the Metropolitan Police Service employs 31,000 officers, 14,000 police staff, 414 traffic wardens and 4,000 Police Community Support Officers (PCSOs); indeed it is one of the biggest employers in London. It covers an area of 620 square miles and a population of 7.2 million.

The challenge

To design and manage assessment and selection processes for the MPA in respect of Chief Officer Posts (ACPO).

The challenge for the TAL team is to maintain a deep understanding of the professional leadership behaviours, attitudes, knowledge and skills associated with predicting patterns of success in modern policing for the diverse capital city of London.

The client need

To use empirically qualified, fair and objective assessment processes and methods that consistently aid the MPA selection panel members, identify from any applicant pool, the best officer for specific ACPO roles. To develop, monitor and benchmark the defined critical success factors for the MPA 'Gold Standard' as the leading Police Authority in its selection processes for Chief Officers.

TAL's approach

TAL's key objectives:

Partner with the MPA to support the management of their 'Gold Standard' approach to assessment and selection of ACPO's.

- To consistently deliver a suite of assessment tools and methods with excellent reliability and validity scores in order to decide on all applicants merits.
- To ensure that all assessment and selection processes designed and managed by TAL, support the MPA's policies on diversity and equal opportunities.
- To meet all the MPA's particular requirements in respect to security and political sensitivity for its senior level appointments.
- To incorporate the National Competency framework into the design of all assessment processes.
- To minimise costs for the MPA by ensuring where possible reuse of proven assessment tools and processes.
- To establish the importance of audit trails for defensible positions in all assessment and selection processes.

Working in partnership with the MPA, the TAL team bring many years of experience in the assessment and selection space, to deliver a focused, scalable, and adaptable programme that meets the very particular requirements of the Metropolitan Police Service (MPS). Processes typically contain a mix of elements such as psychometric tests, competency based structured interviews, and media exercises.

TAL also takes an active role supporting the MPA in its training and familiarisation programmes for Authority members giving a unique insight into the rigours of a competency based selection processes.

The results

TAL's approach has delivered to the MPA over the last seven years a very professional and value for money capability that supports fair, objective selection of the best candidate across all ACPO roles.

More Information

For more information about the MPA or the MPS use the following links below

www.met.police.uk

www.mpa.gov.uk

For more information about TAL's approach to this assignment or its other services contact TAL's Director John Thompson who leads this project and others for UK Police Authorities.

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