



Northamptonshire Police and Crime Commission

Freedom of Information Act

Request Response

Our Ref 19032016-1

Question

As a seemingly well-funded public service doing valuable work for the community, I would like to ask who comprises the 'us' referred to on your webpages, where these positions were/are advertised when filled and the selection criteria applied to applicants? Can you also supply details of how the salary is set for the roles on your team, and your standard operating procedure with regards to annual performance reviews and continuous professional development?

Certainly you do this as a matter of course, but to ensure a satisfactory response please excuse that I ask for such details under the Freedom of Information Act.

Answer

I am writing to advise you that, following a search of our paper and electronic records, I have established that the information you requested is held by this Department.

As a seemingly well-funded public service doing valuable work for the community, I would like to ask who comprises the 'us' referred to on your webpages,

This information can be found on the OPCC's website at:

<http://www.northantspcc.org.uk/wp-content/uploads/2015/09/OPCC-Staff-info-March-2016.pdf>

Where these positions were/are advertised when filled and the selection criteria applied to applicants?

OPCC vacancies consist of open advert (Northamptonshire Police website and intranet), application form, shortlisting and a final panel interview. For senior roles, the process also included an online psychometric test, psychological testing before a final panel interview.

Can you also supply details of how the salary is set for the roles on your team?

The Hay Group Guide Chart Profile Method of Job Evaluation was used to evaluate the pay and grading structures of the OPCC.

Your standard operating procedure with regards to annual performance reviews and continuous professional development?

Each member of staff sets annual performance targets in conjunction with their line manager and these are monitored through regular one to one meetings. The OPCC also provides at least one career developmental opportunity for every member of staff per year