

GREATER SUDBURY POLICE SERVICES BOARD POLICE CONSTABLE RECRUITMENT

May 16, 2018



AGENDA

Values

Police Officer Job Requirements

Outreach and Recruitment

Candidate Minimum Requirements

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Ontario Police College Training

Police Training Officer Program

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VALUES

Values: Proudly, we pursue our vision while living our "RICH" values:

Respect: Our actions demonstrate our mutual respect for the community and each other.

Inclusivity: We value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity and dignity.

Courage: We are committed to serving with distinction and pride for justice.

Honesty: We are professional, open, fair and accountable ethically performing our duties with integrity and trust.



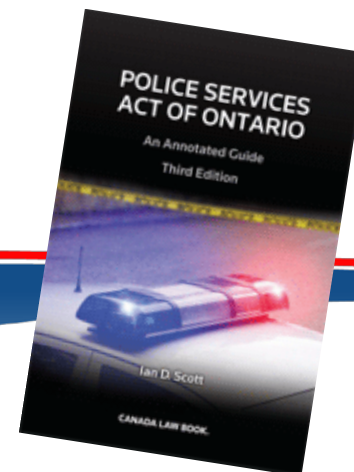
Police Officer Requirements

Police Services Act describes four key areas of responsibility:

- Preserving the peace
- Preventing crimes and providing assistance to others in their prevention
- Assisting victims of crime
- Apprehending and charging offenders and executing warrants

In addition, a police officer is responsible for:

- Referring individuals to community services and agencies
- Educating the public



Applicant Minimum Requirements

- Canadian citizen or permanent resident of Canada
- Minimum 18 years of age (this is the provincial minimum)
- Good moral character with no criminal record for which a pardon has not been granted
- Physically and mentally able to perform the duties of a police officer
- Secondary school diploma (or equivalent)
- Applicant Testing Certificate of Results – pass
- Vision and Hearing
- Valid driver's license with full driving privileges
- Current certificate in CPR and First Aid
- Pass medical examination



Desired Qualifications

- Post-secondary education considered an asset - it does not have to be in a 'police related field'
- Volunteer Work – demonstrated commitment to Community Mobilization and Engagement
- Demonstrated ability to meet the essential competencies through school, volunteer, work, and life experiences
- Bilingualism considered an asset
- Commitment to health and wellness

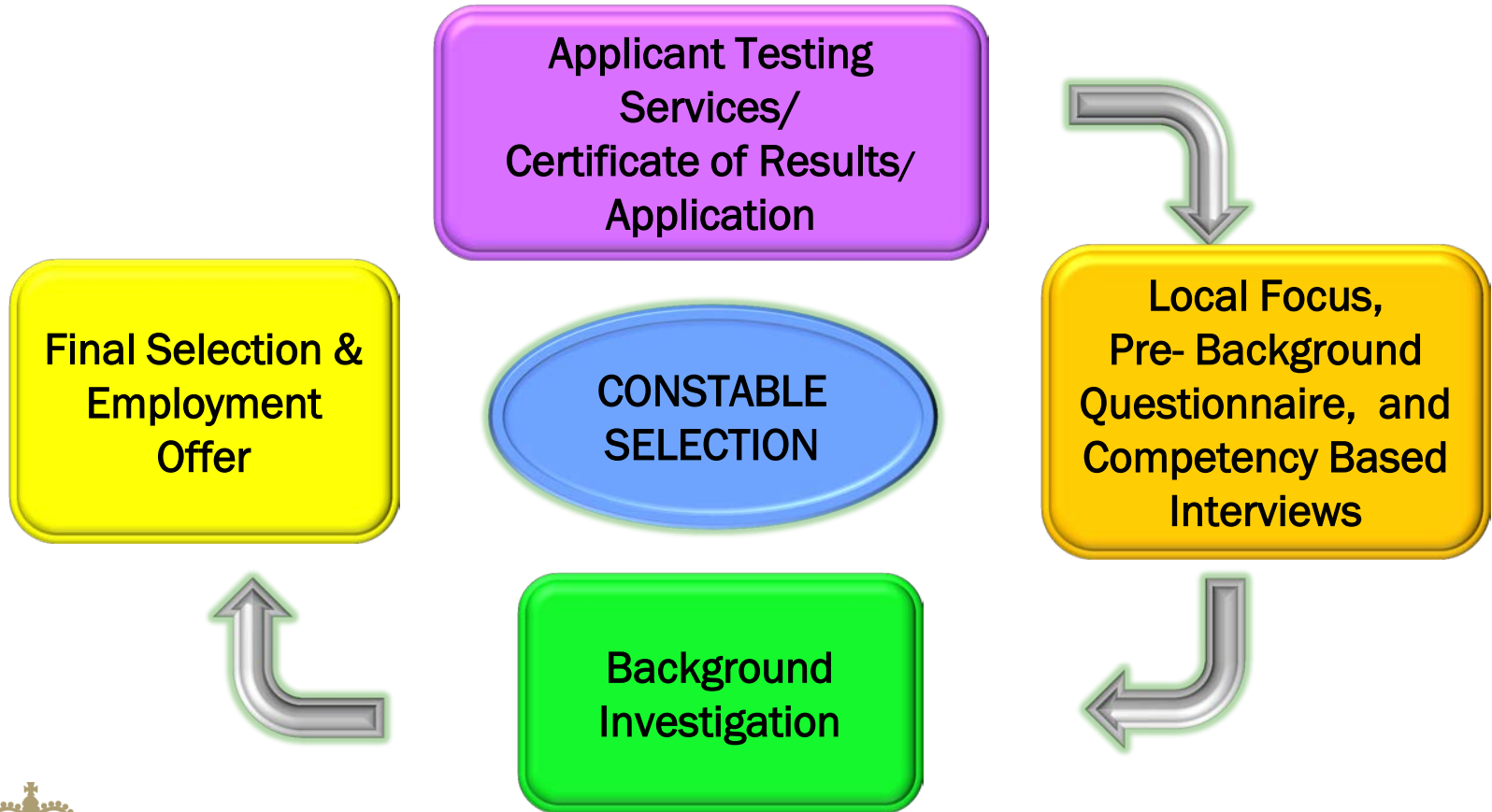


Outreach & Recruitment

- Recruitment Fairs
- Discover Policing
- One-on-one meetings with recruiters
- Information Sessions
- Social Media
- Police Week
- Women of the Future
- Diversity Advisory Committee
- Chief's Youth Advisory Council
- Summer Student Program
- Student Co-op Placements
- Intercultural Ride Along
- Auxiliary Program
- College/University targeted programs
- MKWA Program



Recruitment Stages



Constable Selection System

- Partnership between the Ministry of Community Safety and Correctional Services and the Ontario Association of Chiefs of Police since 1998
- Has changed and evolved over the years to respond to issues
- Individuals seeking a career as a police officer in the Province of Ontario must successfully meet the requirements of the CSS which includes applicant testing
- The OACP certificate of results (issued upon completion of Applicant Testing) is required to apply at GSPS or any other police service in the province – confirms candidate has passed minimum requirements
- The fee for testing is \$330.54 (retesting \$79.42)



Constable Selection System

Applicant Testing Services Inc. specializes in pre-interview testing which includes:

- Police Analytical Thinking Inventory
- Written Communication Test
- Physical Readiness Evaluation for Police Constable (PREP) test
- Behavioural Simulation Test
- Vision and Hearing



General Aptitude

Police Analytical Thinking Inventory (PATI)

Measures Analytical thinking

- Deductive Reasoning
- Inductive Reasoning
- Quantitative Reasoning

Test Administration: multiple choice test. The test takes one hour and 45 minutes.

Validity Period: A successful written communications test is valid for three years.



Written Communication

Written communication skills

- This test evaluates candidate's ability to comprehensively record, interpret, organize, and express information
- In this test, a scenario is presented with jumbled facts are or represented in a non-chronological manner.
- **Test Administration:** The written communication skills test is a timed paper-and-pencil English test. The test takes approximately one hour and 15 minutes.
- **Validity Period:** A successful written communications test is valid for three years.



Physical Skills and Abilities

Physical Readiness Evaluation for Police (PREP) includes:

- Pursuit/Restraint Circuit
- Aerobic Shuttle Run



Test Administration: 20 minutes

Validity Period: A successful result on the PREP is valid for six months

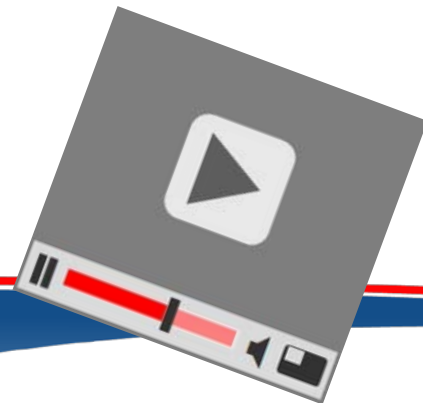


Video Simulation

Description: different scenarios watched on screen that represent what police constables might experience on the job. A response is required as if candidate is speaking to the people in the television scene. Knowledge of police procedures is not required.

Test Administration: approximately 40 minutes to complete, 20 minutes for administration and 20 minutes of activity.

Validity Period: A successful video simulation test is valid for three years.



Vision

Technician-administered vision and hearing assessments

Description: Technician-administered vision and hearing assessment, the following standards apply:

Vision:

- Uncorrected visual acuity – at least 20/40 (6/12) with both eyes open
- Corrected visual acuity – at least 20/20 (6/6) with both eyes open

There are additional minimum requirements regarding farsightedness (hyperopia), lateral phoria, colour vision, depth perception, peripheral vision, refractive surgeries, ocular diseases, and other vision-related conditions.

Validity Period: A successful vision test is valid for three years.



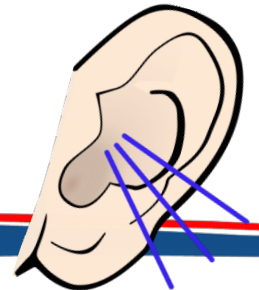
Hearing

Hearing: A 2-stage approach is used involving the audiogram and the Hearing-in-Noise-Test (HINT)

- Stage 1- Pure-tone thresholds measured under audiometric headphones shall not exceed 25 dB HL in each ear at the following frequencies: 500, 1000, 2000, 3000 and 4000 Hz.
- Stage 2 - Candidates whose hearing levels do not meet these requirements must be evaluated using the headphone version of the HINT, a speech recognition test conducted in quiet and in noise. Specific criteria must be met.

Candidates who do not pass the headphone version of the HINT in Stage 2 will be referred to an audiologist to undergo sound field testing with the HINT. The audiologist must provide specific documentation using *Constable Selection System* approved forms, available through Applicant Testing Services or Ontario Provincial Police.

Validity Period: A successful hearing test is valid for three years.



Application and Interview

- Certificate of results granted from ATS
- Applications screened by GSPS against a scoring matrix
- Pre-Background Questionnaire and Local Focus Written Interview
- Blended Essential Competency & Behavioural Oral Interview
 - Can take up to three hours
 - Focuses on essential competencies for police and behavioural measurement questions



Application and Interview

Designed to measure the essential competencies required to be a police officer:

- Demonstrate Core Competencies :
 - Achievement Orientation
 - Analytical Thinking (Problem Based Learning)
 - Relationship Building
 - Flexibility
 - Valuing with Diversity
 - Self Control
 - Self Confidence/Self Assurance
 - Physical Skill and Abilities



Background Stage

- REFERENCES – work, school, personal
- RECORD CHECK
- CREDIT CHECK
- PSYCHOLOGICAL
- HOME VISIT
- FITNESS



Background Investigation

- If candidate passes the interview stage, background commences
- Extensive and comprehensive background investigation is conducted
- Background includes:
 - ✓ Reference checks
 - ✓ Verification of educational documents
 - ✓ Verification of employment history
 - ✓ Credit history
 - ✓ Recruiters speak to employers, friends, family, personal references
 - ✓ Home visits
- Psychological test and interview with psychologist



Comprehensive Review & Offer of Employment

- All material is thoroughly reviewed with an indepth analysis of all information gathered during the selection process
- Decisions made on offer of employment conditional upon obtaining a medical clearance
- Medical examination
 - Medical history and comprehensive physical examination



Employment Offer

- Confirms start date
- Starting Salary \$45,300
- Details requirements of the job
- Includes pre-OPC orientation to GSPS
- Requirements for the Ontario Police College
 - Basic Constable Training Program
- Communicates candidate requirement to pay OPC fees
\$11,065
- Probation Period
 - 12 months once confirmed as 4th Class



Ontario Police College

Located in Aylmer Ontario

Basic Constable Training Program (12 weeks duration)

- Federal/Provincial Law
- Use of Force
- Officer Safety
- Incident Management
- Physical Training
- Police Vehicle Operations & Suspect Apprehensive Pursuit
- Road to Mental Readiness

Training not offered to the general public

Concludes with formal March Past



Graduation and Introduction to the Board



Police Training Officer Program



Career Opportunities

In time, members can apply for specialized branches and receive training in areas such as:



- Community Mobilization Unit
- Courts Branch
- Professional Standards
- Drug Enforcement Unit
- Break Enter and Robbery Unit
- Criminal Investigations Division
- Intelligence Unit
- Forensic Unit
- Cyber Crime Unit
- Fraud Unit
- Tactical/K9 Unit
- Traffic Management Unit





Questions

