

Table CR:X – Policy Number CR:X – Probationary Period of Police Officers

CR:X PROBATIONARY PERIOD OF POLICE OFFICERS	
LEGISLATIVE REFERENCE / AUTHORITY	<i>Community Safety and Policing Act, 2019, sections 84-85; section 212</i>
DATE APPROVED	XX
DATE REVIEWED	N/A
DATES AMENDED	N/A
DATE TO BE REVIEWED	2027
REPORTING REQUIREMENT	N/A

LEGISLATIVE REFERENCE / AUTHORITY

The probationary period for police officers is as determined by the *Community Safety and Policing Act, 2019*, under section 84.

BOARD POLICY

This policy deals with probationary police officers within the Board's jurisdiction, including the process by which the Board will consider the termination of employment during the probationary period.

Probationary period: The probationary period is set at 12 months from the date of appointment, excluding any leave of absence.

Probationary periods may be extended by up to six months by the Chief of Police, with the police officer's consent.

The Chief of Police will advise the Board of any extension of a police officer's probationary period after it has been consented to by the police officer.

Exemptions: Officers who have already completed a probationary period with any police service, the RCMP, or other designated agencies are exempt from a new probationary period.

The oath of office and secrecy: All probationary officers must take prescribed oaths of office and secrecy at the time of their appointment, excluding those appointed under the *Interprovincial Policing Act, 2009*.

Termination of employment during the probationary period: The Board may terminate a probationary officer's employment based on the recommendation of the Chief of Police.

The Chief of Police will provide the Board with a written report which states the reason(s) why the Chief of Police is recommending the termination of employment.

The Board will ensure that the police officer has been provided with written notice of the Chief's report. The Board will provide the police officer with an opportunity to respond to the Chief's recommendation, either orally or in writing as the Board may determine.

This process does not apply to the termination of employment of police officers who are not probationary officers or to civilian members.