

NEW RECRUIT INFORMATION SESSION

RECRUITING UNIT



The Surrey Police Service recognizes that our work takes place on the ancestral, traditional, and unceded territories of the Coast Salish Peoples.



Tonight's Presenters

- Staff Sergeant Rob Dixon
- Sergeant Kim McRae
- Constable Kalvi Nahal
- Constable Dennis Mah

DEVELOPMENT OF SPS

- Police transition process
- Approvals received
- Hiring and establishment of Union
- Initial deployment of 50 SPS officers
- Initiative Petition
- 2022 Municipal Election
- 100 Officers hired to date

SURREY POLICE SERVICE

SWEARING IN CEREMONY



HISTORY OF POLICING IN SURREY



Surrey Police Department
1887 – 1951

Population: ~1500 to 35,000



RCMP
1951 - Present

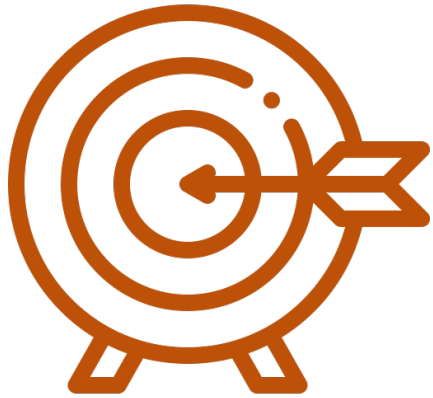
Population: ~35,000 to +550,000

SPS TODAY

- June 29, 2020: Surrey Police Board appointed
- August 6, 2020: Surrey Police Service established
- May 4, 2021: SPS unveiled crest, vision, values
- July 16, 2021: 46 SPS officers were sworn in
- August 3, 2021: Surrey Police Union was established to represent sworn members of the Surrey Police Service

SPS has been approved for operational deployment on or before November 30, 2021, for 50 experienced officers.

SPS VISION & MOTTO



VISION:

SPS is a progressive, community-based police service that values diversity, partnerships, and accountability as it works to enhance public safety and community well being.

Safer. Stronger. Together.

SPS - OUR VALUES



HONOUR:

We serve our community with pride and can be depended on to uphold the public's trust in everything we do.



INTEGRITY:

We are honest, ethical, and accountable, committed to doing what is right, and to guarding the rights and security of others.



RESPECT:

We recognize each person's inherent dignity and worth, and work to build strong, healthy, collaborative relationships within our community and team.



COURAGE :

We respond to the moral and physical challenges of policing with purpose and determination persevering in the face of adversity and fear.



COMPASSION :

We work to listen, understand and help, responding with empathy, humility and concern to the suffering of others.



INCLUSIVE :

We welcome and celebrate diverse peoples, cultures and ideas, knowing that together we can achieve more.

WHY SPS?

- Surrey is the 2nd largest city in BC; set to surpass Vancouver's population in the next 10 years
- Surrey has 6 town centres with unique policing needs and challenges
- SPS is a modern, urban, and community responsive police service designed from day one to address the needs of Surrey.

WHY SPS (con't)?

- Provide ongoing training and educational opportunities
- Highest standards and quality of uniforms, equipment
- State of the art computer infrastructure
- Inclusive of members from diverse backgrounds that reflect our community
- Numerous opportunities to work in a variety of specialty units
- SPS will be part of the Lower Mainland Integrated Teams (IHIT, FIS, ERT, K9, ICARS)

SALARY & BENEFITS

- SPS provides salary and benefits on your start date
- Provides compensation, benefits, and support systems conducive to a great quality of life
- Compensation package is equal to, or better than, other municipal police agencies in the province
- Probationary Constable in first year: \$75,488
- 1st Class Constable (4 years service): \$107,840
- Paid annual vacation, sick leave, and statutory holidays.

SALARY & BENEFITS

Group benefits provided include:

- Life Insurance
- Accidental Death & Dismemberment Insurance (ADD)
- Short Term Disability
- Long Term Disability (LTD)
- Extended Health
- Emergency Travel Insurance
- Dental

OTHER BENEFITS

- Employee Wellness Pass – unlimited use of City of Surrey pools, ice rinks, fitness facilities, and drop-in fitness classes.
- Employee & Family Assistance Program – you and your dependents can access short term, confidential, professional assistance on personal and/or work-related issues.
- Municipal Pension Plan is one of the best pension plans in the country; provides a lifetime monthly pension when you retire.

MINIMUM REQUIREMENTS

- Minimum 19 years of age
- No criminal record for which a pardon has not been granted (pardon must be included with the application)
- No adult criminal charges pending
- Canadian Citizen or Permanent Resident status
- Valid and unrestricted driver's license and safe driving record
- Completed grade 12 or equivalent GED, and
- A minimum of 30 post secondary credits or an equivalent combination of education, training and experience
- Valid standard first aid certificate with CPR & AED

MINIMUM REQUIREMENTS

Visual Standards:

- Uncorrected Vision 20/40 with both eyes open, with one eye no worse than 20/100
- Corrected Vision: 20/20 with both eyes open, with one eye no worse than 20/40
- Colour Vision, Peripheral Vision, Binocular Vision

Hearing Standards:

- Loss no greater than 30 dB in both ears in the 500-3000 Hz range

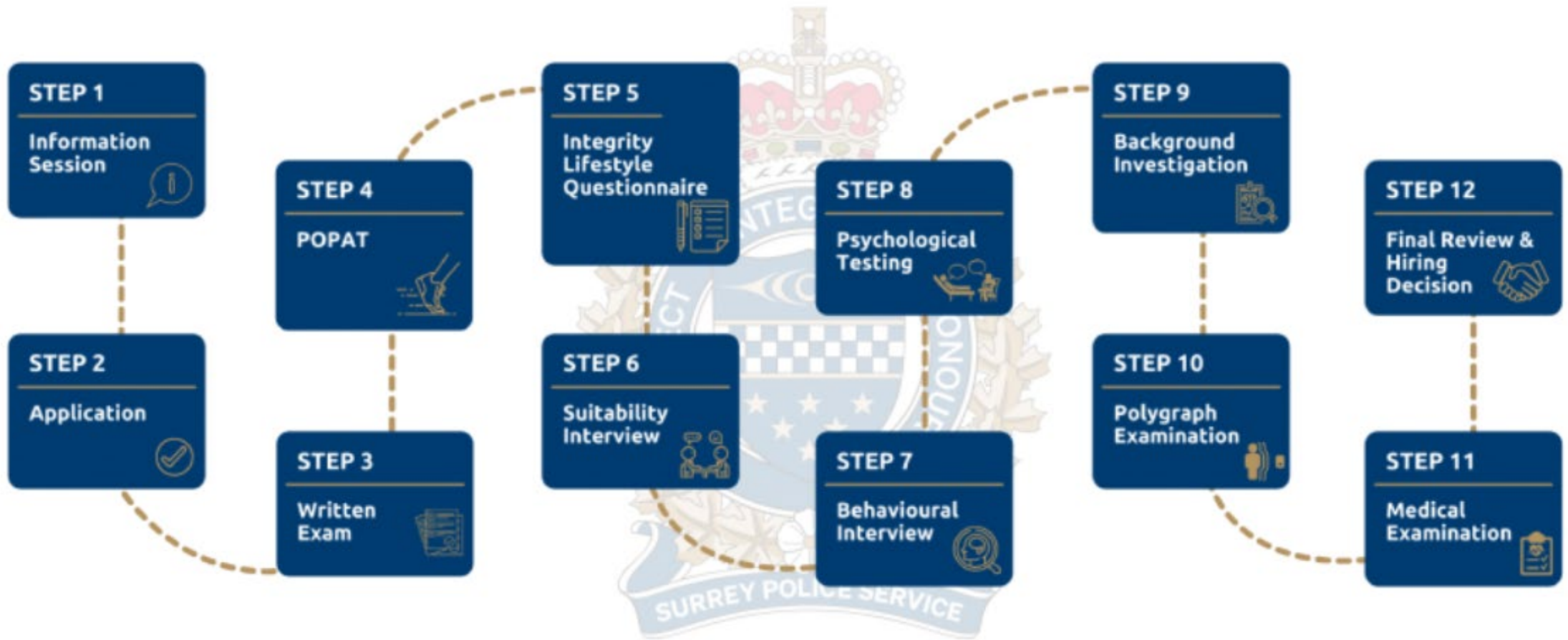
WHAT ARE WE LOOKING FOR:

- Resilience
- Strong Work Ethic
- Excellent Communications
- Emotional Intelligence
- Exemplary Moral and Ethical Character
- Empathetic
- Respectful
- Self Disciplined
- Willingness to Learn
- Sound Judgment / Common Sense

PREFERRED QUALIFICATIONS

- Applicants with knowledge of a second language or culture
- Police-related or other volunteer experience involving engagement with the public and service to the community
- Employment involving management or supervisory experience
- History, life experience, or personal situations where the applicant showed resilient behaviour in the face of great adversity

APPLICATION STEPS



SELECTION PROCESS OVERVIEW

Step 1: Information Session

Mandatory for applicants to progress to application stage.

IMPORTANT:

- If you intend to apply for a Recruit Constable position, we need a record that you attended an information session.
- Enter your FULL NAME and email address in the Q&A area of this presentation to have your attendance confirmed.
- Personal information will remain PRIVATE & CONFIDENTIAL

SELECTION PROCESS OVERVIEW

Step 2 - Resume & Cover Letter / Online Application Form

Go to www.surreypolice.ca/careers > click on New Recruits:

1. Upload your Resume and Cover Letter
2. Complete the Online Application Form
3. Attach all required supporting documentation

You WILL NOT move to the next stage until the Recruiting Unit has confirmed that:

- You meet the minimum qualifications AND
- Your application package is complete

SELECTION PROCESS OVERVIEW

Step 3: Written Exam

The written exam assesses practical skills police officers use while performing their duties:

1. Memory and observation skills
2. Reading comprehension and critical thinking skills
3. Summarizing skills
4. Writing and editing skills

Additional information and sample questions can be found on the SPS website

SELECTION PROCESS OVERVIEW

Step 3: Written Exam

- Score of 60% = pass to advance to the next stage of the process
- FAIL = request to re-write after 3 months
- FAIL AGAIN = request to re-write after 1 year
- You will receive an email notification with your exam score
- If you have passed the exam with another police department within 2 years, the Recruiting Unit may accept your mark

SELECTION PROCESS OVERVIEW

Step 4: Integrity & Lifestyle Questionnaire

- You will receive an Integrity & Lifestyle Questionnaire (ILQ) that you must complete.
- ILQ assesses your HONESTY, INTEGRITY & LIFESTYLE.
- Once you return the ILQ, the Recruiting Unit will review the documentation and further determine your suitability to continue in the process.

SELECTION PROCESS OVERVIEW

Step 5: Police Officer's Physical Abilities Test (POPAT)

- Simulates and measures your physical ability to respond to critical incidents, apprehend suspects, and potentially control prisoners.
 - 400 metre Mobility/Agility Run
 - Power Training Machine (the Pull and Push Station)
 - Modified Squat-Thrust-and-Stand and Vault Rail
 - Weight Carry
- Search POPAT on Google or YouTube for demonstration videos

SELECTION PROCESS OVERVIEW

Step 5: POPAT

- POPAT must be completed in under 4 minutes 15 seconds
- If you FAIL:
 - Cannot advance further in the process
 - 2nd physical test may be attempted when you believe you can pass
 - If you FAIL your 2nd attempt – 6 month deferral
- If you have passed the POPAT with another police department within 1 year, the SPS Recruiting Unit may accept your scores.

SELECTION PROCESS OVERVIEW

Step 6 – Suitability Interview by Recruiting Officer

Review of your personal history, focusing on areas such as:

- employment
- work ethic
- integrity and lifestyle
- problem-solving abilities
- volunteer-based community service
- why you are interested in a career in policing
- your understanding of the role, responsibilities, duties of a police officer
- any concerns identified in the application
- your values, character, and suitability for employment with the SPS.

SELECTION PROCESS OVERVIEW

Step 7 – Management Panel Interview

- Conducted by panel of 3 Senior Officers
- Competency-based, behavioural questions asking for specific examples that focus on applicant's past experiences
- Competencies may include your knowledge, skills, and abilities in areas such as:
 - Leadership
 - Decision Making
 - Teamwork
 - Interactive Communications, etc.

SELECTION PROCESS OVERVIEW

Step 8 – Psychological Testing

- Applicants complete numerous psychological tests that measure:
 - Personality
 - Emotional Intelligence
 - Resiliency
- Applicants also meet one-on-one with a clinical psychologist
- Any areas of concern may be followed up in the Polygraph or Background Investigation phases.

SELECTION PROCESS OVERVIEW

- **Step 9 – Background Investigation**
- A thorough investigation into your background will be done by one of our Recruiting Officers. This investigation will include police database queries, and interviews with your family, long-time friends, present and past employers and colleagues, neighbours and landlords. They will contact people you have identified in your application package and others you have not.

SELECTION PROCESS OVERVIEW

Step 10 – Polygraph

- Commonly referred to as a “Lie Detector Test”
- The polygraph is a machine used to verify your truthfulness about your personal history, qualifications, and integrity.
- Conducted by a trained and certified Polygraph Examiner.
- The purpose of the polygraph is to ensure:
 1. You have been honest and forthright in your disclosures, and
 2. There are no additional integrity issues.

SELECTION PROCESS OVERVIEW

Step 11 – Medical Exam

- Exam conducted by a medical doctor contracted by SPS
- Medical testing includes, but is not limited to:
 - Cardiovascular FIT testing (stress test)
 - Strength (grip) testing
 - Visual acuity
 - Hearing testing
 - Flexibility
 - Blood work, and
 - An overall review of personal health.

SELECTION PROCESS OVERVIEW

Step 12 – Final Review & Hiring

- Recruiting Unit reviews your entire application package and determines your competitiveness and overall suitability for SPS.
- Recruiting Unit makes recommendations to the Executive Leadership Team; Chief Constable makes the final decision.
- Applicants are notified by the Chief Constable if they are successful.

JIBC POLICE ACADEMY RECRUIT TRAINING

- Block I - 14 weeks of Basic Recruit Training at the JIBC
- Block II - On the job training at SPS under the direct supervision of experienced Field Training Officer(s). 18-21 weeks.
- Block III - Recruits return to the JIBC for 9 weeks of additional training. After successful completion, recruits graduate as “Qualified Municipal Constables”.
- Block IV – Return to SPS. New officers complete a one-year practicum. After completion, they become “Certified Constables”

QUESTIONS TO ASK YOURSELF

- Do I understand the nature of police work and the types of situations I might face as a police officer?
- Is my lifestyle one that exhibits exemplary moral and ethical character?
- Can I make sound decisions while under highly stressful situations?
- Can I control situations and be assertive when the situation demands it, but also remain calm and collected?

THINGS TO CONSIDER

- Am I physically fit and have an active lifestyle?
- Can I work effectively with people from diverse backgrounds in a variety of situations?
- Am I prepared for the demanding aspects of shift work?
- Do I understand the impact shift work will have on my personal life?
- Can I work both individually and as part of a team?
- Can I work without supervision?
- Am I in excellent health?
- Have I demonstrated an active interest in serving my community?

WHEN WILL SPS START HIRING NEW RECRUITS?

October 15, 2021

JIBC Recruit Training in 2022

QUESTIONS?

www.surreypolice.ca/careers

SPS Recruiting Unit
careers@surreypolice.ca