

## **Police Constable Application Instructions**

### Basic Application Package:

Applicants shall complete and return the following forms to the Chief of Police by no later than November 15, 2021:

- Winkler Police Service New Member Application and Background Security Clearance Declaration, with supporting documents (identified in the package)
- Applicant Consent, Waiver and Release of Liability

Please note that it is important to be accurate, honest and thorough when completing the application package. Additional pages may be printed and used as needed when completing the application package.

### Examinations:

An applicant shall also either:

- submit the following documents with their application package, or
- advise that the specified examinations are being sought but their delivery will be delayed, along with a timeline as to when they will likely be produced.
  - Medical Clearance for Police Officer Physical Ability Test (POPAT)
  - Applicant Vision Examination Report
  - Applicant Hearing Examination Report

### Application Package Submission:

All applications may either be hand delivered or mailed, and shall be directed to:

Chief of Police  
Winkler Police Service  
185 Main Street  
Winkler, Manitoba  
R6W 1B4

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# Winkler Police Service

## Minimum Qualifications and Standards

1. Age Not less than 18 years of age.
2. Residency Must be a Canadian Citizen, or have Permanent Resident Status and have resided in Canada for at least the past three years.
3. Language Be fluent in English, including being able to speak, write, and read English. Proficiency in a second language would be an asset.
4. Education Possess a Canadian high school diploma or equivalent. Post-secondary education would be an asset.
5. Driver's Licence Possess a valid Manitoba class 5 driver's licence (or equivalent from another province) without any restrictions. This must be upgraded to a valid Manitoba class 4 driver's licence prior to commencing employment.
6. Vision Meet the vision standards as set out in the Applicant Vision Examination Report.
7. Hearing Meet the hearing standards as set out in the Applicant Hearing Examination Report.
8. Physical Abilities Meet the Physical Fitness Standards.
9. Health Be medically cleared to perform the duties of a Police Constable and to complete the physical testing process.
10. Criminal Record Not have a criminal record for which a pardon/record suspension has not been granted. The applicant must pass:
  - a Criminal Record check,
  - a Vulnerable Sector Check,
  - a Child Abuse Registry Check, and
  - an Adult Abuse Registry Check.

An application will not be processed while the applicant is under investigation or facing criminal charges or charges under another federal statute.

11. Character

Must not have ever participated in serious criminal behavior, and not have participated in any criminal activity within the past two years, whether or not the applicant was arrested and/or charged.

Must not have been dishonorably discharged or dismissed from another police, military or law enforcement organization.

Must not have any past or pending and/or current personal bankruptcies or consumer proposals.

12. Use of Force

Be prepared and able to carry a service firearm and less lethal equipment, and to use them or any other necessary physical force. Service firearms include a pistol, rifle, and shotgun. Less lethal equipment includes baton, pepper spray, and Taser. Other necessary physical force refers to exerting direct physical force on a subject to gain physical control of them.

13. Training

Be willing to travel to and live in another community in Canada to complete training. Employment is subject to the applicant being approved to take training by the host training service and the applicant passing all courses in recruit training.

14. Shift Work

Be willing to work shift work including days, evenings, nights, weekends, and holidays.

15. Physical Environment

Be willing to work in a variety of indoor and outdoor work environments, including extreme cold and heat, dark and bright environments.

16. Uniform

Be willing and capable of adhering to uniform standards and wearing the uniform of a Police Constable, which regularly includes up to 30 pounds of equipment, and during certain emergencies can exceed 50 pounds.

## Core Competencies:

There are several competencies that are critical to successfully fulfilling the duties of a Police Constable. These competencies are a combination of skills, abilities, knowledge, motivation and traits. These core competencies include the following:

### Behavioral Competencies:

- Strives for Achievement
- Adaptable
- Ethical
- Fair and Impartial
- Interactive Communicator
- Conflict Resolution
- Problem Solving
- Decision Making
- Strategic Thinking
- Manages Risk
- Performs Under Stress
- Teamwork
- Leadership
- Police Service Organizational Awareness
- Self -Development

### Technical Competencies:

- Interpret and Apply Legislation
  - Use Technology and Equipment
  - Public Engagement
  - Ability to Conduct General Patrol Duties
  - Ability to Respond to Calls for Service
  - Ability to Conduct Investigations
  - Interviewing
  - Victim Engagement
  - Arrest Management
  - Note Taking and Report Writing
  - Public Speaking and Delivering Court Testimony
  - Safety and Health
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