Manual Part: Human Resources (HR)	Policy Number: HR6PO	Alberta Policing Standards:

Mandatory Training Policy

Purpose:

To provide guidance about the EPS approach in Mandatory Training.

Statement of Principle:

In a commitment to professionalism, the EPS requires training and testing to ensure each member employed by the EPS meets the problem-solving and safety skills, demonstrated knowledge, physical abilities, community engagement skills, good character, and public relations abilities that are necessary to meet the required professional standards.

Definitions:

Definitions listed in this section apply to this document only with no implied or intended organization-wide or EPS Policy and Procedure Manual wide use.

Mandatory Training for Sworn Members – Training that is required for a police officer to meet those basic standards of skill and knowledge acceptable to the Minister of Justice and Public Safety and Emergency Services. Mandatory sworn member's training may be:

1. required by Human Resources Division (HRD) within EPS,
2. regularly scheduled training that commences on hiring and continues throughout the sworn member's service with the EPS,
3. identified and required in remedial training, and
4. a requirement within specialized services training.

Mandatory Training for Civilian Members and Volunteers – Training that is required to ensure civilian members and volunteers have the skills and competencies to effectively discharge their responsibilities. Mandatory civilian members and volunteers training may be:

1. required by HRD within EPS,
2. regularly scheduled training that commences on the first of employment or volunteering,

3. specialized training,
4. continues throughout the civilian member's or volunteer's service with EPS,
5. be identified and required in remedial training, and
6. a requirement within specialized services training.

Policy Statement:

EPS sworn members, civilian members, and volunteers must successfully complete all Mandatory Training, unless excused by the member i/c Professional Development Branch, or appropriate HRD designate.

Failure of members to meet the course objectives and mandatory training may result in their removal from active duty and will result in the requirement to participate in remedial training.

Failure of members to successfully complete mandatory re-certifications or mandatory qualifications with issued firearms, Conducted Energy Weapons (CEW), and Extended Range Intermediate Weapons (ERIW) may result in the suspension of their deployment privileges with the weapon system. Remedial training that may include completing a basic operators course again may be provided at the discretion of Training Section.

Failure of members to successfully complete mandatory re-certifications required to remain proficient in their execution of specialized tactics may result in their suspension from utilizing the approved tactic as a certified operator. (e.g., Tier 1 and Tier 2 criminal flight event mitigation tactics.)

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