



Manual Part: Human Resources (HR)	Policy Number: HR5PO	Alberta Policing Standards: PA 2.5
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Employee Probationary Period Policy

Purpose:

To provide guidance on what constitutes a probationary period for EPS employees.

Statement of Principle:

In a commitment to professionalism, the EPS promotes a fair and equitable workplace environment.

Policy Statement:

A. Probationary Period for Sworn Members:

1. Recruit constables serve a probationary period of 18 months; starting from the date they are sworn in as police officers.
2. Sworn members promoted to a higher rank within EPS, serve in that higher rank for a probationary period of six (6) months.

B. Probationary Period for Civilian Members:

1. Civilian EPS Employees should consult the relevant collective agreement listed below for the current policy and procedures pertaining to probationary period for civilian members.
 - a. Civic Service Union No. 52.
 - b. International Brotherhood of Electrical Workers Local Union 1007.
 - c. Canadian Union of Public Employees Local 30.
2. All EPS policies and procedures are administered in accordance with the processes described in the collective agreements.
3. Management/Professional employees should consult the Terms and Conditions for Management and Exempt Employees.