



<b>Manual Part:</b> <b>Human Resources (HR)</b>	<b>Policy Number:</b> <b>HR11PO</b>	<b>Alberta Policing Standards:</b>
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# Promotions Policy

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## Purpose:

To ensure that at the EPS:

1. the promotion process is transparent to potential candidates,
2. all promotion candidates are treated consistently and fairly, and
3. all promotion decisions are based on skills, experience and overall ability for the rank.

## Statement of Principle:

The fundamental principle of the EPS promotion process is to promote the "right people into the right position at the right time" based on demonstrated competencies, performance achievement, and a commitment to organizational values.

## Policy Statement:

Promotion of qualified personnel to positions of increased responsibility maintains the vitality of the EPS. Succession planning, combined with definitive career development strategies, is paramount in the determination of qualified candidates for promotion.