

Have more questions about the Medicine Hat Police Service and the application process? Please see some commonly asked questions listed below.

- **HOW DOES THE NEW CANNABIS LEGISLATION EFFECT EMPLOYMENT WITH THE MEDICINE HAT POLICE SERVICE?**

Positions within MHPS that are classified as safety sensitive have a key and direct role in operations where impaired performance could result in a significant incident effecting the health and safety of employees or the public. Under the Police Service Regulations, a police officer shall not engage in 5(1)(b) “consumption or use of liquor or drugs in a manner that is prejudicial to duty” which includes not “reporting for duty, being on duty or standing by for duty while unfit to do so by reason of the use of alcohol or a drug” (s.5(1)(b)(iii)). As such, sworn members who are qualified to use firearms and are able to be operationally deployed, as well as sworn police recruits, are prohibited from using recreational cannabis on or off duty.

- **HOW CAN I PREPARE FOR THE WRITTEN TESTING?**

You may wish to consult an external study guide, web resources or a tutor. You also may want to attend an English as a Second Language course before registering for testing, if you are concerned about your level of proficiency in spoken and written English.

- **HOW LONG DOES THE APPLICATION PROCESS TAKE?**

The time required to complete all stages of the selection process varies. It is also effected by your availability to attend scheduled appointments. You must be successful at each stage of the process in order to proceed to the next stage. On average, an application file with no identified issues of concern is normally completed within six months.

- **DOES THE MEDICINE HAT POLICE SERVICE ACCEPT INTERNATIONAL APPLICATIONS?**

No, all applicants must have Canadian Citizenship or Permanent Resident Status and a valid Canadian Social Insurance Number. Applicants who have immigrated to Canada must have lived in Canada or the US for a minimum of three years in order to have a successful security clearance.

- **DO YOU STILL USE THE P.A.R.E TEST?**

Effective January 1, 2010, all municipal police agencies in the Province of Alberta will require police applicants to successfully complete the Alberta Physical Readiness Evaluation for Police (A-PREP) test. The Medicine Hat Police Service will no longer offer PARE Testing.

- **WHAT IS A-PREP?**

A-PREP is a test that measures an applicant's physical ability and readiness to perform the duties of a patrol constable. An applicant is required to pass this test in order to proceed with the recruitment process.

- **WHAT DOES A-PREP CONSIST OF?**

A-PREP has three separate components: 1) a screening component to ensure the applicant is medically suitable to undergo the test; 2) a series of job simulation tasks arranged in a Pursuit/Restraint Circuit; and 3) an assessment of aerobic fitness (the Aerobic Shuttle Run).

- **WHY IS THE MEDICINE HAT POLICE SERVICE SWITCHING TO A-PREP?**

Applicants to the Medicine Hat Police Service are required to meet standards established by the Solicitor General and Public Security Minister. The police recruit selection standards are regularly reviewed to ensure that they accurately predict an applicant's ability to perform the complex and challenging tasks required of police constables. Extensive research was conducted by fitness, policing and legal experts to establish an unbiased and valid test of an applicant's physical ability to perform the job of a police constable. The Ontario PREP test was identified and customized to reflect the tasks required of Alberta police officers. The research included a comprehensive job analysis to identify the physical tasks required of a police constable to ensure personal and public safety; a comparison of the simulation tasks in A-PREP with actual policing tasks; and, the establishment of performance standards.

All of the research concluded that A-PREP is a Bona-fide Occupational Requirement of a police constable.

- **IS A-PREP EASIER AND/OR MORE DIFFICULT THAN THE PARE?**

There are both similarities and differences with the A-PREP and PARE. The level of difficulty in successfully completing the test is dependent on the physical abilities of the applicant. The A-PREP has been adopted as the Alberta provincial recruit selection standard based on research demonstrating that it accurately predicts an applicant's physical readiness to perform the job of police constable.

- **IF I FAIL THE A-PREP CAN I REDO THE TEST?**

Yes. Applicants can register to re-do the A-PREP immediately. If an applicant fails on the second test there is a two (2) month waiting period before A-PREP can be attempted again and a two (2) month waiting period for each successive fail.

- **WHERE CAN I DO THE A-PREP?**

The A-PREP test can only be administered by or on behalf of one of the four agencies licensed to conduct testing. The four licensed agencies are the:

Medicine Hat Police Service
Calgary Police Service
Edmonton Police Service
Lethbridge Regional Police Service

The Medicine Hat Police Service will accept the results of an A-PREP test conducted by any of the above agencies.

- HOW LONG IS MY A-PREP SCORE VALID FOR?**
A-PREP test results are valid for six (6) months.
- HOW DO I ENSURE I AM A COMPETITIVE APPLICANT?**
A competitive applicant will display a strong balance between education, life experience, work experience and a demonstrated commitment towards community involvement.
- CAN I APPLY TO THE MEDICINE HAT POLICE SERVICE IF I HAVE BEEN DEFERRED FROM ANOTHER POLICE AGENCIES APPLICATION PROCESS?**
Yes, the Medicine Hat Police Service makes all hiring decision based on our own selection process.
- WHAT IF I DO NOT MEET THE VISUAL ACUITY STANDARDS ON THE APPLICATION?**
If any portion of the vision standard is not met, you must attach a letter from an eye professional stating your candidacy for one of the allowable corrective procedures listed on the form and the likelihood you will meet the standard following corrective surgery.
- WHAT IF I HAVE USED DRUGS IN THE PAST, CAN I STILL APPLY?**
All applicants must be a minimum of three years clear of any detected or undetected criminal activity. This includes past drug use. Our selection process is very thorough and includes several in-depth interviews, a polygraph examination and a background security investigation. It does not include a drug test. However, one of the criteria we evaluate candidates on is life experience. If you disclose any illegal activity, we will discuss it with you and determine whether it will preclude you from becoming a police officer with the Medicine Hat Police Service. Complete disclosure throughout the recruiting process is crucial to a successful application.
- IF I HAVE BEEN CHARGED AND CONVICTED OF A CRIMINAL CODE OFFENCE, CAN I STILL APPLY?**
Yes, as long as a pardon for the offence has been granted. It can take up to two years to receive a pardon. A copy of the pardon must be included when you submit your application package.
- I HAVEN'T FOUND THE ANSWER TO MY QUESTION, WHAT DO I DO NOW?**
Remember that attention to detail and thoroughness are important skills to a police officer. Please go back and ensure to review all the different areas of our website to ensure the information you are seeking isn't there. If you still need an answer to your question, you can send us an email at recruiting@mhps.ca.