

Police Officers

An employment guide for newcomers to British Columbia



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Police Officers - NOC 4311

Police Officers NOC 4311 may also be called:

- *police detective*
- *police investigator*
- *constable*
- *crime prevention officer*
- *patrol officer*
- *canine team police officer*
- *community relations police officer*
- *RCMP police officer / constable*
- *police officer, diver / search & rescue*
- *police officer, foot patrol / bike patrol*
- *police officer, highway patrol / harbour*
- *police officer, mounted/motorcycle patrol*
- *railway police officer*

1. What Would I Do?

Police Officers protect the public, detect and prevent crime and perform other activities directed at maintaining law and order. Duties may include:

- patrol assigned areas to maintain public safety & order and to enforce laws and regulations
- investigate crimes and accidents, secure evidence, interview witnesses, compile notes and reports and provide testimony in courts of law
- arrest criminal suspects

- provide emergency assistance to victims of accidents, crimes and natural disasters
- participate in crime prevention, public information and safety programs

More information:

- **WorkBC Career Profile for Police Officers**

<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>

2. Am I Suited For This Job?

Police Officers should be:

- *physically fit*
- *good with people*
- *observant*
- *detail oriented*
- *calm*

they should have:

- *good judgment*
- *good communication skills*
- *problem-solving skills*

they should work well as part of a team

Police officers may work in an indoor setting, as well as outdoors where they can be exposed to various weather conditions. Police officers work shifts, including weekends and nights and they may spend their shifts in patrol cars and at crime and accident scenes.

Sources:

- **WorkBC Career Profile for Police Officers**

<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>

- ***Career Cruising*** database (Profiles for 'Police Officer' and 'Detective')

<http://www.vpl.ca/digital-library/career-cruising>

3. What Are The Wages And Benefits?

WorkBC reports that in British Columbia the *median* annual salary for Police Officers is approximately \$78,210.

JobBank Canada lists hourly wages for BC’s regions where Police Officers can expect to make:

Police Officers NOC 4311 Hourly Wages

Wage Estimates			
Location	Wage (\$/hr)		
	Low	Median	High
British Columbia	14.42	37.50	48.56
Cariboo Region	14.42	37.50	48.50
Kootenay Region	14.42	37.50	48.56
Lower Mainland - Southwest Region	14.42	37.21	50.00
Nechako Region	14.42	37.50	48.56
North Coast Region	14.42	37.50	48.56
Northeast Region	14.42	37.50	48.50
Thompson–Okanagan Region	14.42	37.50	48.56
Vancouver Island and Coast Region	14.00	38.46	48.56

Table from Job Bank Canada Wage Report <http://www.jobbank.gc.ca/home-eng.do?lang=eng>

Most police officers receive benefits, such as pension plans, health coverage, and sick days. Benefits and salary levels are typically negotiated by police associations or unions on behalf of police forces.

Sources:

- **WorkBC Career Profile for Police Officers**
<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>
- **Career Cruising** database (Profiles for ‘Police Officer’ and ‘Detective’)
<http://www.vpl.ca/digital-library/career-cruising>

4. What Is The Job Outlook In BC?

WorkBC provides regional employment outlooks for the following regions:

- **Vancouver:** projecting 1.5% average annual employment growth for 2015-2025 with 2800 job openings

- **Vancouver Island/Coast:** projecting 0.9% average annual employment growth for 2015-2025 with 310 job openings
- **Cariboo:** projecting 2.0% average annual employment growth for 2015-2025 with 130 job openings
- **Thompson Okanagan:** projecting minus - 1.7% average annual employment growth for 2015-2025 with 40 job openings

Police Officers NOC 4311 Employment Outlook	
0.8% Expected annual demand growth rate (2015-2025)	3,330 Job openings (2015-2025)
N/A - Data not available or not provided due to data quality issues	
Occupation Outlook for B.C.:	
% of job openings from replacement	78%
% of job openings from expansion	22%

JobBank Canada reports that for the 2016-2018 period, the employment outlook is expected to be good for Police officers (except commissioned) (NOC 4311) in British Columbia. Employment growth is expected to be moderate; a moderate number of people are expected to retire.

Sources:

- **WorkBC Career Profile for Police Officers**
<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>
- **JobBank Canada: Job Market Report** <http://www.jobbank.gc.ca/home-eng.do?lang=eng>

5. How do I become a Police Officer

*****in British Columbia, all police recruits must be Canadian citizens or have permanent resident status*****

Police Officers in Municipal Forces

Requirements/ Qualifications for Recruits to Municipal Police Forces

The following are basic requirements for police recruits:

- *must have Canadian citizenship or permanent resident status*

- completion of secondary school is required.
- completion of at least one year of post secondary education, preferably graduation with a college diploma or university degree
- physical agility, strength, fitness and vision requirements must be met, and psychological or other tests may also be required

Check with your local police force as each municipal force has its own detailed list of qualifications for recruits. For examples of qualifications, see:

- Vancouver Police Department, <http://vancouver.ca/police/recruiting/police-officers/recruitment-standards.html>
- New Westminster Police Department, <http://www.nwpolice.org/join-nwspd/police-officer/recruitment-process/requirements-and-qualifications/>
- Victoria Police Department, <https://vicpd.ca/qualifications>

Education/Training for Municipal Police Forces

- a six-month** police training program is provided:
- in BC, the Justice Institute of BC operates a police training program through ***The Police Academy*** <http://www.jibc.ca/programs-courses/schools-departments/school-criminal-justice-security/police-academy>.
- The Police Academy is responsible for training ***all municipal police recruits*** in British Columbia

For more details on the police recruit training program, see

<http://www.jibc.ca/programs-courses/schools-departments/school-criminal-justice-security/police-academy/recruit-training>

- upon successful completion of the Recruit Training Program, candidates graduate as "*Qualified Municipal Constables*"

the length of training program *may*** be reduced after Block 2 of the 6 month program for recruits with previous policing experience

Please note: ALL candidates in the Police Academy must already be hired by a municipal police department prior to receiving training

- For a list of ***municipal police forces in BC*** (including transit police, First Nations police and railway police), see:

<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/bc-police-forces>

Officers in Royal Canadian Mounted Police – RCMP

Requirements/ Qualifications for Recruits to RCMP

- *Canadian citizen or permanent resident status and has resided in Canada for the past ten years*
- completion of secondary school is required.
- successful completion of RCMP entrance exam**
the *entrance exam is waived*** for candidates who have completed a college program or university degree
- minimum requirements for cadet applicants are listed here <http://www.rcmp-grc.gc.ca/en/qualifications-and-requirements>

Education/Training for RCMP recruits

- cadets must successfully complete 26-week training program at Depot, the RCMP Training Academy in Regina, Saskatchewan. For more details see:
<http://www.rcmp-grc.gc.ca/en/cadet-training>
<http://www.rcmp-grc.gc.ca/depot/index-eng.htm>
- upon completion of training at Depot, candidates are granted *peace officer status*
- for a list of RCMP detachments in BC, see:
<http://bc.rcmp-grc.gc.ca/ViewPage.action?languageId=1&siteNodeId=27>

Reserve Constables / Community Safety Officers

Some larger urban police forces have an additional class of officers who may be called 'Reserve Constables', 'Community Safety Officers', 'Auxiliary Officers'. These officers may have reduced training/education requirements depending on their police force. They usually work as a ***volunteer***, often assisting at community events, crime prevention programs, or traffic safety for their police force. They may be classed as 'Auxiliary Constables' or 'Special Municipal Constable'. For more details on qualifications and requirements, check with individual police forces in your area. For examples, see:

- Vancouver Police Department, Community Safety Officers,
<http://vancouver.ca/police/recruiting/community-safety-personnel/>
- New Westminster Reserve Constable Program
<http://www.nwpolice.org/join-nwpd/reserve-constable-program/>
- Delta Police Reserve Programs
<http://deltapolice.ca/operations/reserve/>
- Victoria Police Department, Reserve Constables
<https://vicpd.ca/reserve-constable>
- Royal Canadian Mounted Police, Community Constables
<http://www.rcmp-grc.gc.ca/en/community-constables>

Education/Training for Reserve Constables

Each local police force recruits its own candidates for reserve constables who will then be required to complete a 92 hour basic training program and successfully pass an exam. For more details on training program, check with individual police forces in your area

<http://www.jibc.ca/programs-courses/schools-departments/school-criminal-justice-security/justice-public-safety-division/auxiliaryreserve-program>

For further information also see:

- <http://www.jibc.ca/programs-courses/schools-departments/school-criminal-justice-security/justice-public-safety-division/auxiliaryreserve-program>
- <http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/the-structure-of-police-services-in-bc/auxiliary-reserve-constables>

Jail Guards

Some police forces *may* hire jail guards. All candidates ***must be Canadian citizens or have permanent resident status***. For examples, see the following police forces for details on requirements/qualifications and training:

- **Vancouver Police Department**
<http://vancouver.ca/police/recruiting/jail-guards/index.html>

- **Victoria Police**

<https://vicpd.ca/jail-guards>

Sources:

- **WorkBC Career Profile for Police Officers**

<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>

6. How Do I Find A Job?

Where would I work?

- *for municipal and federal governments*
- *some provincial and regional governments*
- *the armed forces*
- *transit/railway companies*

Finding Advertised Jobs

Jobs are advertised in a variety of sources including newspapers, magazines and online job sites.

Local Newspapers

You can look at the *Vancouver Sun* & *The Province* at Vancouver Public Library for free. Check the job postings daily, the careers section in the *Vancouver Sun* on Wednesdays and Saturdays and, in *The Province* on Sundays.

Online Job Postings

Municipal Police Forces in BC

- Positions with ***municipal police forces in BC***, BC Transit police and railway police services are posted by each individual police force. See: <http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/bc-police-forces> (go to each police force website and look for their "careers" or "employment" links)

Careers with Royal Canadian Mounted Police RCMP, see:

- <http://www.rcmp-grc.gc.ca/en/police-officer-careers>

- **Indeed.ca**
http://ca.indeed.com/advanced_search
<https://ca.indeed.com/Police-Officer-jobs-in-Vancouver,-BC>
<https://ca.indeed.com/Law-Enforcement-jobs-in-Vancouver,-BC>

- **Neuvoo**
<http://neuvoo.ca/en>

- **WorkBC**
<https://www.workbc.ca/JobSeekers/SearchResults.aspx>

- **BC Jobs.ca**
<https://www.bcjobs.ca/>

Finding “Hidden Jobs”

Many job vacancies are not advertised. The resources below will help you *with finding jobs in this “hidden” job market.*

Using Directories to Create a List of Potential Employers

You can use directories to produce lists of employers who are in this industry. Contact them directly to find out if they're hiring.

- ***Municipal police forces in BC*** (including transit police, First Nations police and railway police), see: <http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/bc-police-forces>

- **Reference Canada**
<http://www.vpl.ca/digital-library/reference-canada>
Click on “Start Search” beside Canadian Businesses, then select the “Advanced Search” button. Select both “Keyword/SIC/NAICS” under Business Type and “City” under Geography. In the top search box enter “police” and click SEARCH. Select the appropriate headings. Lower down, select the Province, choose the cities, and click the “View Results” button.

Available from the VPL Digital Library | Explore our Digital Library page

NOTE: You can access this database from a Library computer. If you are using a computer from outside the Library, you will need a Vancouver Public Library card to login to this database.

Networking, Volunteering and Temporary Agencies

Many positions are filled by people who have been recommended by someone they know. Networking, working as a volunteer or registering with a temporary employment agency are good ways of helping you find jobs and meet people in your industry.

Networking and the Hidden Job Market:

When looking for work, be sure to talk to friends, relatives and neighbours. They may know someone who is hiring! Working as a volunteer, attending events, and joining clubs and associations are good ways to gain "Canadian experience." They are also good ways to meet people to learn about the local job market.

Volunteer opportunities

- **Volunteer BC**
<http://www.volunteerbc.bc.ca/>
- **GoVolunteer.ca**
<http://govolunteer.ca/>

Reserve Constables

If you are Canadian citizen or have permanent resident status, you can consider applying to be Reserve Constable:

- <http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/the-structure-of-police-services-in-bc/auxiliary-reserve-constables>

Volunteers in Municipal Police Forces

Some municipal police forces may also accept volunteers who perform in community safety programs such as 'Speed Watch Program', 'Theft from Auto Program', or may assist in staffing a 'Community Policing Centre'. For further

volunteer opportunities, check with your local police force. Here are some examples:

- **Vancouver Police Department**
<http://vancouver.ca/police/volunteer/index.html>
- **New Westminster Police**
<http://www.nwpolice.org/community-services/crime-prevention9/crime-prevention-unit-volunteer/>
- **Delta Police**
<http://deltapolice.ca/joindpd/volunteer/>
- **Port Moody Police Department**
<http://portmoodypolice.ca/join-pmpd/volunteer-opportunities/>
- **West Vancouver Police**
<https://wvpd.ca/index.php/join-the-team/volunteer-opportunities>

- **Networking for Employment**
Go to <http://skilledimmigrants.vpl.ca>
[Search Networking for Employment]
- **Getting Canadian Work Experience**
Go to <http://skilledimmigrants.vpl.ca>
[Search Getting Canadian Work Experience]

7. Applying for a Job

In Canada, employers usually expect to receive a resume and a cover letter that identifies the position you are applying for and summarizes your experience. Use the library catalogue, <http://vpl.bibliocommons.com/> to find books on writing resumes and cover letters specific to your industry.

For more information see:

- **Writing Resumes and Cover Letters**
Go to <http://skilledimmigrants.vpl.ca>
[Search Writing Resumes and Cover Letters]

8. Where Can This Job Lead?

Progression to commissioned senior police officer or senior detective positions is possible with additional training and experience

Source:

- **WorkBC Career Profile for Police Officers**
<https://www.workbc.ca/Job-Seekers/Career-Profiles/4311>
- **Career Cruising** database (Profiles for 'Police Officer' and 'Detective')
<http://www.vpl.ca/digital-library/career-cruising>

9. Where Can I Find More Information?

- **Welcome BC: Job Profiles for Immigrants: Police Officer**
<https://www.welcomebc.ca/Work-or-Study-in-B-C/Job-profiles-for-immigrants/Police-Officer>
- **Policing in BC**
<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc>
information on structure of police services in BC, First Nations Policing, municipal police forces
- **RCMP – Royal Canadian Mounted Police – in British Columbia**
<http://bc.rcmp-grc.gc.ca/ViewPage.action?languageId=1&siteNodeId=14&contentId=-1>

Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.

