



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** 2016 May 05

**SUBJECT:** Attrition for Members in Recruit Training

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#### RECOMMENDATION(S):

That this report be received for information.

#### INTRODUCTION:

At the request of the EPC this report will provide information on the attrition rate for recruits in training as compared to other police agencies. Since the Edmonton Police Service has its own recruit training program and British Columbia, Saskatchewan, Ontario and the Atlantic Provinces have Provincial Police Colleges the ability for an accurate comparable is limited.

To facilitate this request feedback was sought from the Calgary Police Service, Winnipeg Police Service and the Saskatchewan Police College, with the below noted information received.

#### BACKGROUND:

The Calgary Police Service (CPS) has its own recruit training program with the average recruit class size consisting of 24 recruits. In the last six classes (approximately 150 recruits) CPS has lost four recruits as a result of resignations. It appears that two of the resignations were self-identified and attributed to the realization that policing "wasn't for her". The remaining two had performance issues that resulted in resignations prior to termination. Calgary Police Service has trained 13 recruit classes in the last 3 ½ years (2014 to present) for a total of 312 recruits.

The Winnipeg Police Service has an attrition rate of 1% for their recruit training program. According to Staff Sgt. Loverne Mathews, "The attrition has been a result of resignations due to self-selection and resignations as a result of performance issues that will eventually lead to a termination. We have not had a termination for many years." The Winnipeg Police Service has trained 4 recruit classes in the last 3/1/2 years (2014-present) for a total of 90 recruits.

The Saskatchewan Police College graduates an average of 20-25 recruits twice a year. On average the Saskatchewan Police College loses one recruit per class for a variety of reasons consisting of performance/competence, injury, and self-selection. Insofar as injury A/Director Mitch Crumley from the Saskatchewan Police College speculated that "15-20% of candidates show up out of shape and are therefore more prone to injury during defensive tactics and fitness classes, particularly at the start of the course".

The Edmonton Police Service has lost 33 recruits during training from a total of 334 recruits as a result of resignations, terminations and injuries since RTC #127 that commenced in February 2013. The attrition rate for recruits in training equates to approximately 10%. This increase over Calgary Police Service, Winnipeg Police Service and the Saskatchewan Police College can be attributed to the following factors:

- The EPS is holding the recruits to a higher standard.
- Since 2013 the EPS has trained more recruits than neighbouring police agencies.

#### **COMMENTS/DISCUSSION:**

The Edmonton Police Service has a structured recruit termination process that ensures recruits are provided ample opportunity to prove their suitability and are given every opportunity to succeed short of causing undue hardship for the Service. Additional time is allotted within recruit training in order to allow opportunities for subsequent remediation and learning if required by the trainee.

Although some members self-select and resign after arriving at the conclusion that policing is not a career they would like to continue with a majority of the resignations/terminations are the result of aptitude, performance, and character issues.

#### **CONCLUSION:**

Under the Police Service Regulations a person who is appointed as a police officer shall, subject to clause (c), serve as a police officer for a probationary period of 18 months before his employment as a police officer is confirmed. Once members have completed their probationary period and are confirmed (permanent employees) they are City of Edmonton employees for 25+ years. Members that are facing termination during their probationary period are employees that history has shown us will present challenges for their entire career.

#### **ADDITIONAL INFORMATION ATTACHED:**

N/A

**Written by:** Insp. David Christoffel, Human Resources Division  
**Reviewed By:** Supt. Denis Jubinville, Human Resources Division  
**Approved by:** Acting Chief Administrative Officer Brian Roberts, Corporate Services Bureau

**Chief of Police:** \_\_\_\_\_



Anthony (Tony) Harder  
Acting Chief of Police

**Date:** 16 MAY 12