



Recruitment Information

The Saskatchewan Marshals Service offers an exciting career, excellent benefits, and a competitive salary. Great care is taken to ensure the right people are selected to become one of our provincial police services. Once selected, you will receive training as a recruit and participate in a 44-week training program designed to give you the skills you need to succeed. The first 20 weeks involve classroom instruction in areas including criminal law, officer safety, self-defense, report writing and cross-cultural training. The next 24 weeks are dedicated to field training under the guidance of one or more experienced officers. The final weeks of instruction will consolidate your academic and field training and prepare you to serve the citizens of Saskatchewan.

Your career will be one of diversity, as you will have the opportunity to compete for specialized positions within the Saskatchewan Marshals Service. As a member you will be granted a level of authority, responsibility and community status unsurpassed by most other occupations.



Employment Equity

The Saskatchewan Marshals Service is aware of the changing face of our community. To better reflect the cultural diversity of our expanding province, we are committed to increasing the number of women, individuals with disabilities, visible minorities and Indigenous peoples within the organization.

Application with Minimum Requirements

Age

- Due to stipulation in the Saskatchewan Police Act, you must be at least 18 years of age.

Education

- Grade 12
- Applicants with a General Equivalency Diploma (GED) for Grade 12 must also have a complete Grade 10 standing.
- If education is attained outside of Canada, the onus is on the applicant to prove his/her education is equivalent to Saskatchewan Grade 12 standards. Please contact World Education Services (WES) 1-800-361-6106.
- Applicants should be aware that many candidates have some post-secondary education for a period of 3 years or more.

Character

- Applicants are expected to have good moral character. Recent drug use and/or other criminal activity, either detected or undetected by police, will result in a deferral.
- Applicants should not have any criminal convictions for which a Pardon has not been granted (copy of Pardon required).
- Applicants should not have any criminal charges pending before the Courts.
- A proven history of volunteerism, community, and cultural involvement is preferred.
- Applicants should have an exemplary employment record.



Health and Physical Condition

- Excellent health with no medical conditions that would prohibit your ability to safely complete recruit training and perform all aspects of police work.
- Hearing deficiency may exclude a candidate from the competition.
- Excellent physical condition is essential.
- Applicants should be prepared to pass a physical ability test immediately.
- An 8-week POPAT Preparation Program is available. For details contact Jason Weber at the UofS (306) 966-1006 or e-mail jason.weber@usask.ca or the UofR at (306) 585-4371
- First Aid CPR AED Certificate

Visual Acuity

- Minimum acceptable acuity is 20/60 in each eye or 20/40 in one eye and 20/100 in the other.
- Eyesight must be correctable to 20/20 or 20/30.
- Color deficiency may exclude a candidate from the competition.
- Applicants whose visual acuity has been corrected by eye surgery will not be considered until six months after the date of surgery for Lasik and PRK.

Citizenship

- Applicants must be legally entitled to work in Canada at the time of application. Must be a Canadian citizen, landed immigrant or have permanent residency.

Other Requirements

- Computer skills.
- Excellent communication skills, both written and oral.
- Valid driver's license.
- Good driving record.



Saskatchewan Marshals Service Culture

Our beliefs, values and attitudes will influence all aspects of our daily operations, administration and service delivery and create a set of cultural pillars in the Saskatchewan Marshals Service.

The elements of our culture include:

- Professionalism;
- Innovation and;
- Wellness.

VALUES

Service: We are accountable to the people of Saskatchewan and will carry out our duties in a manner that is respectful and culturally responsive. We are focused on provincial priorities and are driven to meet the best interests of the people of Saskatchewan.

Respect: Respect is a cornerstone in a lawful and just society. We are proud of Saskatchewan's rich diverse history and will treat all citizens with compassion, dignity and in a fair manner.

Integrity: We will perform our duties with honesty, compassion, transparency and consistently with the laws of our province and country.

Courage: We are courageous and will do what is right for the protection of those who call Saskatchewan home.

Leadership: The SMS will endeavor to be an innovative and proactive organization and be a leader in our communities as we strive to ensure all citizens can live in peace and security in our province.

Inclusivity: The SMS aims to build relationships with all the citizens of Saskatchewan and foster a safe environment where all people feel valued and respected. As an employer we will embrace and appreciate the diversity and heritage of all our employees, and we value their potential as a member of the marshal serv



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Employment Application – Introductory Package General Information

Email to:

recruitment@skmarshals.ca

1. An essential component in the selection process of the Saskatchewan Marshals Service is a thorough background investigation and security check. The information gathered will be used to assess the suitability of the applicant for a police career. There will be a security check on applicants and possibly members of their families.
2. All questions must be answered. If extra space is required, attach additional pages. Where a question is not applicable, mark N/A. Attach a note explaining why any question is left blank.
3. All information supplied is subject to verification by investigation. **False statements can result in disqualification or dismissal if employed.**
4. No information received from inquiries concerning information in this application will be released to the applicant.

Last Name		First Name	Middle Name(s)	
Full Address		City	Province	Postal Code
Telephone (Residence)	Telephone (Business)	Telephone (Other)	Date of Birth (YY-MM-DD)	
Email Address				

Please **read the following instructions carefully**. Upon receipt of your application package, you will officially be in the recruit selection process. After your application package has been reviewed, you will receive a letter outlining the next steps you must take in the process.

Candidates that are 3 years clear of any criminal activity will be preferred.

You may be deferred as a result of disclosures made in your Personal Disclosure

Form. Please read and sign the following declaration. **Return this page with**

your application.

“I have read and understood the above information.”

Signature

Date



Employment Package Requirements:

You must complete and submit the following. Check off when complete.

1. General Information Form ☐
2. The Police Act Employment Application, Form R1 ☐
3. Personal Information ☐
4. Family Members ☐
5. Release of Information ☐
6. Self-Identification Questionnaire ☐
7. Personal and Professional Reference Form ☐
8. Personal Disclosure Form ☐
9. Drivers Abstract from the province of residence,
dated within one month of application ☐
10. Photocopy of current driver's license (including photo) ☐
11. Grade Twelve transcripts or GED equivalency
(photocopy) Provide transcripts of any post-secondary
education ☐
12. Resume ☐
13. First Aid CPR AED Certificate ☐

All materials will become the property of the Saskatchewan Marshals Service and will not be returned. The Personal Disclosure Form must be current within six months of application.



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The Police Act

EMPLOYMENT APPLICATION

Form R1

LAST NAME			FIRST NAME		MIDDLE NAME(S)
FULL ADDRESS			CITY	PROVINCE	POSTAL CODE
TELEPHONE NUMBER (RES.)	TELEPHONE NUMBER (BUS.)	TELEPHONE (OTHER)	DATE OF BIRTH YY MM DD		SOCIAL INSURANCE NUMBER
SEX ☐ Male ☐ Female	PLACE OF BIRTH		EMAIL ADDRESS		

If at any time you have used a last name or given name other than the one listed above, list change.	NAME CHANGED FROM	NAME CHANGED TO	DATE OF CHANGE YY MM DD
	NAME CHANGED FROM	NAME CHANGED TO	DATE OF CHANGE YY MM DD

DRIVER'S LICENCE	PROVINCE	CLASS(ES)	DRIVER'S LICENCE NUMBER	NUMBER OF YEARS DRIVING
Have you ever had your driver's license suspended? ☐ YES ☐ NO		If Yes, provide details.		

EDUCATION AND TRAINING (PROOF OF EDUCATION WILL BE REQUIRED PRIOR TO ENGAGEMENT)			
HIGH SCHOOL (Circle highest year completed) 9 10 11 12 13	NAME OF SCHOOL	DIPLOMA OR GED OBTAINED? ☐ YES ☐ NO	FINISH DATE

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY
PROGRAM OR COURSE	START DATE YY MM	FINISH DATE YY MM
LENGTH OF COURSE	DEGREE, CERTIFICATE, DIPLOMA OR LICENCE AWARDED? (If No, provide details) ☐ YES ☐ NO	

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY
PROGRAM OR COURSE	START DATE YY MM	FINISH DATE YY MM
LENGTH OF COURSE	DEGREE, CERTIFICATE, DIPLOMA OR LICENCE AWARDED? (If No, provide details) ☐ YES ☐ NO	

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY
PROGRAM OR COURSE	START DATE YY MM	FINISH DATE YY MM



ADDITIONAL EDUCATION INCLUDING COURSES, WORKSHOPS AND SEMINARS. (ATTACH AN ADDITIONAL SHEET IF FURTHER SPACE IS REQUIRED).
ADDITIONAL COMPUTER SKILLS, TRAINING COURSES. (ATTACH AN ADDITIONAL SHEET IF FURTHER SPACE IS REQUIRED). (e.g. ON-THE-JOB TRAINING; ENTRY LEVEL WINDOWS; BASIC KEYBOARDING, etc.)
LANGUAGES SPOKEN
LANGUAGES WRITTEN

[illegible]



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EMPLOYMENT HISTORY

Begin with your most recent employer.
Provide an explanation for all gaps in employment.

MOST RECENT	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR	TELEPHONE NUMBER	
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

2	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR	TELEPHONE NUMBER	
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

3	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR	TELEPHONE NUMBER	
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		



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REASON FOR LEAVING

4

EMPLOYER'S NAME

TELEPHONE NUMBER

EMPLOYER'S ADDRESS

CITY

POSTAL CODE

NAME OF DIRECT SUPERVISOR

TELEPHONE NUMBER

DATE STARTED
YY MM

DATE LEFT
YY MM

POSITION HELD

DUTIES/RESPONSIBILITIES

REASON FOR LEAVING

5

EMPLOYER'S NAME

TELEPHONE NUMBER

EMPLOYER'S ADDRESS

CITY

POSTAL CODE

NAME OF DIRECT SUPERVISOR

TELEPHONE NUMBER

DATE STARTED
YY MM

DATE LEFT
YY MM

POSITION HELD

DUTIES/RESPONSIBILITIES

REASON FOR LEAVING

HAVE YOU EVER BEEN TERMINATED FROM EMPLOYMENT OR BEEN ASKED TO RESIGN? PLEASE PROVIDE DATES, DETAILS AND EXPLANATION.



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PERSONAL INFORMATION

LAST NAME	FIRST NAME	MIDDLE NAME(S)	PREFERRED FIRST NAME
☐ SINGLE ☐ MARRIED ☐ COMMON-LAW ☐ SEPARATED ☐ DIVORCED ☐ DOMESTIC PARTNER If you have checked married, common-law or domestic partner, give full name, date of birth, and address and address of your partner.			
LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
FULL ADDRESS	CITY & PROVINCE	POSTAL CODE	TELEPHONE NO.

Starting with the most recent, list the 3 previous addresses where you have resided. Estimate age of cohabitant if exact date of birth cannot be obtained. Use next page or attach additional sheet if required.

1	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD
NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU		TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	

2	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD
NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU		TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	

3	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD
NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU		TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	
			RELATIONSHIP	DATE OF BIRTH YY MM DD	



Have you ever been convicted of any criminal offence in Canada or in any other country ?	☐ YES ☐ NO
Have you ever been granted a pardon or the equivalent of a pardon? (Attach Pardon Documentation).	☐ YES ☐ NO
Are you now, or have you ever been investigated, arrested, or charged in Canada or in any other country for an offence of any kind? (Criminal Code, Provincial and Municipal offences)	☐ YES ☐ NO
Have you ever been found guilty of any criminal offence in Canada or in any other country when you were under the age of 18?	☐ YES ☐ NO
Are you associated with any companies or businesses not listed on your application?	☐ YES ☐ NO
Are you a member of any clubs or organizations? If yes, what position do you hold?	☐ YES ☐ NO
In the past ten years have you been involved in any civil lawsuits?	☐ YES ☐ NO
If you have answered “Yes” to any of the above questions, attach an additional sheet providing complete details regarding the specific incident, including what occurred, when, where, and why.	

FINANCIAL STATUS

Have you any loans or debts? <input style="float: right;" type="checkbox"/> YES <input style="float: right;" type="checkbox"/> NO If yes, provide details.						
Name of Creditor	Type (Loans, Credit Cards, Mortgages)	When Occurred	Original Amount	Monthly Payment	Amount of arrears if any	Balance Outstanding
Have you ever been sued for non-payment of a debt? <input style="float: right;" type="checkbox"/> YES <input style="float: right;" type="checkbox"/> NO If yes, provide details.						
Have you ever been subject to wage garnishes or financial judgment against you? <input style="float: right;" type="checkbox"/> YES <input style="float: right;" type="checkbox"/> NO If yes, provide details.						

This is confidential information and will be treated as such.
 I hereby certify that the foregoing information is true and complete to the best of my knowledge and belief.

Date

Applicant's Signature



FAMILY MEMBERS

Include your immediate family (Natural Father, Natural Mother, Adoptive Father, Adoptive Mother, Brother(s), Sister(s), Son(s), Daughter(s)). Attach additional sheet if required, follow suggested format.

1	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

2	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

3	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

4	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

5	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

6	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

7	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

8	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

9	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

10	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.



TO WHOM IT MAY CONCERN:

Re: _____ (Print Name of Applicant)

I, the above-named Applicant, have applied to the Saskatchewan Marshals Service (SMS) for employment as a Marshal. The SMS is currently in the process of assessing my qualifications and fitness for employment as part of the SMS Recruitment Process.

I have identified you or your organization as a past employer, prior educational institution, financial institution or creditor, family member or associate of mine. It is believed that you have information that will be important to the SMS in assessing my qualifications and fitness for employment.

I respectfully request and authorize you to provide the SMS with all information that you may have concerning me, my employment, my military service, my educational records, my reputation, and my financial and credit status. Please include photocopies of any medical records and reports including information of a confidential or privileged nature.

I hereby release, discharge, covenant not to sue, and agree to indemnify, save and hold harmless you and/or your organization from any liability or damage which may result from compliance with this request.

Date

Signature of Applicant

Print Witness Name

Signature of Witness

Note: A photocopy reproduction of this request shall be, for all intents and purposes, as valid as the original. You may retain this authorization for your files.



POLICE PHYSICAL TESTING PREPARATION PROGRAM

Presented By:



“Training Programs to Ensure You Succeed”

Coordinator: Jason Weber, PGD, B.S.P.E., PFLC

The Human Performance Center (HPC) is offering an 8-week physical training program to prepare Saskatoon Police Service applicants for the Police Officers’ Physical Abilities Test (POPAT).

HPC is offering individualized training programs that deal specifically with the requirements of the POPAT. *In addition, HPC is able to offer the unique opportunity to practice specific components of the test as well as practice on the official course.*

Completion of this preparation program will greatly improve the applicant’s prospect of completing the POPAT successfully.

Program includes:

- Design and implementation of an individualized 8-week physical training program specific to the requirements of the POPAT.
- Two 90-minute training sessions per week. A qualified instructor will lead applicants through specific training sessions. Individuals are encouraged to attend at least one supervised training session per week.
- Periodic physical testing of skills specific to the POPAT.
- Two practice trials on the official POPAT course.

For registration and more information contact Jason Weber at 966-1006 at the UofS or email jason.weber@usask.ca.

**For registration and more information for the UofR:
Centre for Kinesiology & Health Studies, 306-585-4371
Centre for Continuing Education, 306-585-5748**





To: POPAT Candidates

From: Jason Weber, Coordinator of Human Performance Center, University of Saskatchewan

Subject: POPAT Test

On the day of the Peace Officers Physical Ability test (POPAT) your blood pressure will be measured prior to and after completion of the test. As part of the pre-test preparation, you are required to have a doctor sign a medical clearance form. In addition to this medical clearance, your blood pressure on the test date MUST be 144/94 or lower and your heart rate MUST be 100 beats per minute or lower. If your physician feels that although your current blood pressure or heart rate is higher than the acceptable level, you are clear to participate in the test, he/she must provide specific written confirmation of this fact. If your physician has any questions, he/she can contact me at 966-1006.

You should be aware that blood pressure and resting heart rate varies continuously throughout the day and is affected by many biological, emotional and environmental factors. To avoid elevating your blood pressure or resting heart rate, please follow these guidelines:

1. Avoid vigorous activity within 12 hours of the test
2. Get a good night sleep
3. Abstain from nicotine use (smoking or smokeless tobacco)
4. Abstain from alcohol for at least 6 hours prior to the test
5. Avoid a heavy meal within 3 to 4 hours of the test

The following substances are known to cause acute or chronic increases in blood pressure:

- Appetite suppressants
- Cocaine
- Corticosteroids (prednisone)
- Cyclosporin
- Decongestants nasal (phenylephrine)
- Decongestants oral (pseudoephedrine)
- Erythropoietin
- Estrogens
- Licorice
- Mineralocorticoids
- NSAIDS (ibuprofen)
- Oral Contraceptives
- Sumatriptan
- Thyroxine
- Tricyclic antidepressants

If you have questions regarding medication, herbal remedies or nutritional supplements that you are consuming please check with your physician or pharmacist.

The blood pressure and resting heart rate readings will be repeated two times prior to the test if they exceed the allowable limits. Blood pressure and heart rate will be measured 5 minutes after the completion of the test.

Please follow these pre-test guidelines. If you would like to register for the POPAT Preparation Program or if you have any questions, please contact Jason Weber at 966-1006 or e-mail jason.weber@usask.ca.



Note to Applicant: Keep this page for your own reference.

Appendix I

CONSENT FORM

I, _____ understand that the POPAT is a job-related physical ability test that evaluates my physical capacity as it applies to Police Work. The successful completion of this test demonstrates that I possess the minimal physical abilities deemed essential to perform the duties of a Peace Officer in Saskatchewan.

I understand the test is physically demanding test and my heart rate will reach its maximum levels and may remain there for several minutes, thus placing my body under heavy physiological stress, during the test. The test will also challenge my muscular strength and coordination skills. If I have known health problems that would be aggravated by intense exercise, I should refrain from performing the test. I also understand that I may choose to discontinue the test at any time and also acknowledge that the test Administrator may stop my performance in the test at his/her discretion due to safety reasons. My blood pressure, heart rate and body composition analysis may also be taken before and after I perform the test.

Further, I understand that the POPAT will be described and demonstrated to me and that I will be given time to practice each station if I wish. Following the delivery of test instructions, I understand I will be provided the opportunity to practice and I have the responsibility to ask questions and/or seek additional clarification to resolve any concerns I may have.

I understand and CONSENT that my results will be provided to the Agency in which I am applying for employment, and that the Saskatchewan Police Commission may utilize my information and results for research and statistical purposes but only where my name and identity, or facts that may lead to my identification are not utilized.

☐ YES ☐ NO

I consider myself ready to safely undertake the test.

Applicant's Statement:

I, _____ understand the instructions and information provided in relation to the test. My health status/condition remains unchanged since the completion of my Medical Clearance form by my Medical Doctor, and I am not aware of any medical conditions or physical problems that would place me at risk by doing this test. I also understand that the successful completion of the test is a condition of employment.

Signature of the Applicant

Date



604.855.7725. E-mail: douglasfarenholtz@shaw.ca.



Appendix II: Medical Clearance (POPAT/COPAT/SOPAT/PAIR)

Dear Doctor:

The individual who has made this appointment with you has applied for employment with Policing, Corrections or Sheriff's Department. As a pre-requisite, all applicants must demonstrate a minimum level of physical ability and fitness. This is to be accomplished by successfully completing the POPAT/PARE/SOPAT/COPAT.

The test is designed to simulate and measure an officer's physical ability to respond to a critical incident and apprehend or potentially control a prisoner/suspect. The test was developed by exercise physiologists and is based on their research findings. Their research has identified that the usual physical components of a response to a critical incident may involve quick action including various motor skills while simulating **getting to a problem, intensive heavy work resolving the problems** and then **removing the problem**. The test is conducted in a gymnasium and consists of running 400 meters which includes climbing up and down stairs, jumping over low obstacles and pushing and pulling on heavy weights 22.68 to 36.29 kg (50 to 80 lb.) and then lifting & carrying (depending on test) between 31.75 – 45.36 kg (70 to 100 lbs.) 15.24 m (50').

It was found that most participants of the test **experience maximal heart rate** during the test. This indicates a brief (up to 4:45 minutes) but maximal stress being placed on the cardiovascular system. To minimize the chance of precipitating a major cardiovascular event, or other injury we are requesting that this person be examined to determine his/her employment and test risk potential.

In addition to your usual examination, we request your assessment of this person with respect to factors which may place him/her at risk during this **maximal test** or **future** peace officer related duties:

1. Hypertension with possible causative factors;
2. Diabetes Mellitus;
3. Persons with known heart disease or symptomatic cardiovascular disease including angina, breathlessness, palpitations, edema, syncope, dizziness;
4. Individuals with low fitness levels;
5. Acute systemic infections including viral respiratory infections;
6. Muscular and/or skeletal problems which may affect physical performance or present long-term limitations on the person;
7. Any other areas of concern: _____

To minimize the health risk, we are requesting this medical examination to determine whether the applicant is healthy enough to undertake the POPAT (Police Officers' Physical Abilities Test).



Appendix II: Medical Clearance (POPAT/COPAT/SOPAT/PAIR)

Applicant Name testing HR: _____

Applicant Name (please print): _____

Ht: _____ Wt: _____ Resting BP: _____ Resting BP: _____

In your professional opinion, do you consider the above-named applicant to be healthy enough to take the POPAT/PARE/SOPAT/COPAT ☐ YES ☐ NO

Considering the fact that an applicant's typical response prior to maximal testing may include fear and anxiousness due to anticipation:

Does the above stated applicant remain safe to perform the POPAT/PARE/SOPAT/COPAT if resting blood pressure and/or resting heart rate values exceed 160/90 mmHg or 100 bpm, and all signs of chest, arm, neck and jaw pain, light headedness, fainting, and shortness of breath are absent? ☐ YES ☐ NO

Comments:

Physician's Name (please print): _____

Physician's Signature: _____ Date: _____

Please give completed form back to applicant

***Note: This medical clearance form is valid for a maximum of 12 months from the date of completion and becomes invalid if your health status/condition changes.**

Note to Applicant:

Be sure to bring this completed form with you to your POPAT/PARE/SOPAT/COPAT test. You will NOT be able to run the test without it.



PERSONAL INFORMATION

This form will be used for the purpose of character and security investigations.

Surname _____ First Name _____

Middle Names _____

Maiden Name or other surnames used: _____

D.O.B. ____/____/____ Phone _____
YY MM DD

Present Address _____

Previous Address _____

Married, Common Law, or Domestic Partner: (circle one)

Surname: _____ First Name: _____ Middle Initial: _____

D.O.B. ____/____/____ Phone _____
YY MM DD

Maiden Name or other surnames used: _____

Address _____

Signature

Date



Personal References

Personal Reference				
List 10 personal references who can speak of your character, skills and abilities. Please do not include family members as references				
1	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
2	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
3	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
4	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
5	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
6	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
7	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
8	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
9	Surname		Given Names	
Full Address				
Residence Telephone		Business Telephone		Occupation
				Years Known
10	Surname		Given Names	
Full Address				



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Residence Telephone	Business Telephone	Occupation	Years Known
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Professional References

Professional Reference

List 5 professional references who can speak of your work duties, work ethic, skills and abilities, competencies and level of professionalism. These can include present or past teachers, instructors, professors, and supervisors. **If currently employed, please list your immediate supervisor.**

1	Surname	Given Names		
Full Address				
Residence Telephone		Business Telephone	Occupation	Years Known

2	Surname	Given Names		
Full Address				
Residence Telephone		Business Telephone	Occupation	Years Known

3	Surname	Given Names		
Full Address				
Residence Telephone		Business Telephone	Occupation	Years Known

4	Surname	Given Names		
Full Address				
Residence Telephone		Business Telephone	Occupation	Years Known

5	Surname	Given Names		
Full Address				
Residence Telephone		Business Telephone	Occupation	Years Known



PERSONAL DISCLOSURE FORM



PERSONAL DISCLOSURE FORM and TRUTH VERIFICATION

Before writing answers to the questions contained in this Personal Disclosure Form (PDF), Applicants are advised to:

- **carefully read all information and notices on Pages 1, 2, and 3;**
- **read, initial and sign the Declaration, Acknowledgement and Consent on Page 4;**
- **follow the instructions listed on Page 5.**

Honesty, Integrity and Ethics are scrutinized closely in considering police officer applications. The PDF and Truth Verification are used to assist in determining an applicant's suitability for employment as a police officer with the Saskatchewan Marshals Service in the province of Saskatchewan.

The PDF pertains to your **ethics** and your **integrity**. You, as the applicant, must first complete the PDF by answering all questions accurately, completely, thoroughly and honestly. Minimizing, blaming, and failure to accept responsibility will be closely monitored. Should you be considered to continue in the process, your answers will be verified by a variety of methods including a detailed background investigation and Truth Verification.

Should you be successful at all preceding stages of the Recruiting process, you will be requested to participate in Truth Verification by means of a Pre-Employment Polygraph (PEP). The purpose of the PEP is to assist in verifying your truthfulness, and in verifying that you are the person you claim to be in your employment application forms, questionnaires, and interviews.

Be advised that deceit, dishonesty or non-disclosure concerning questions in any part of the application process will likely result in disqualifying you from this and any future employment competitions with the Saskatchewan Marshals Service.

You are **not obliged** to provide any information that relates to a conviction for which a pardon has been received or a conviction that was processed pursuant to the *Young Offenders Act* (R.S.C., 1985, c. Y-1, now repealed) or the *Youth Criminal Justice Act* (S.C., 2002, c.1).

You are under **no obligation** to disclose any information regarding a crime where you were a victim.

Your decision to complete the PDF and to participate in the PEP must be voluntary, based on your desire to pursue a career as a police officer. You may withdraw or stop the application process at any time. You may refuse to provide answers to any or all the questions contained in the PDF or at the PEP. Such a refusal may result in your disqualification from the Recruiting Process.

You may amend your response(s) to any question(s) in the PDF at any time prior to the scheduled date for your PEP, by contacting the Recruiting Unit.



PERSONAL DISCLOSURE FORM

The Marshals Service is collecting, on a voluntary basis, personal information on the Personal Disclosure Form (PDF) to assist in determining the suitability, eligibility and qualifications of the Applicant for employment as a police officer with this Police Service. The information requested is essential for making these employment determinations. Applicants **who are three (3) years clear** of any detected or undetected criminal activity will be preferred for employment as a police officer.

NOTICE REGARDING PRIOR SERIOUS CRIMINAL OFFENCES AND SERIOUS RISK TO THE SAFETY OF OTHERS

The information you provide during the Recruiting Process is collected by the Marshals Service for the purpose of an employment application. However, if an Applicant admits to having committed a serious and undetected criminal offence, or is deemed to pose a serious risk to the safety of others, the Marshals Service may use or disclose specific information for a law enforcement or public safety purpose. While cases of such use and disclosure outside of the Recruiting Process are rare and exceptional, the Marshals Service **strongly discourages** an Applicant from completing the PDF or attending the Pre-Employment Polygraph Examination (PEP) if you believe this Notice applies to you.

EXAMPLES OF SERIOUS CRIMINAL OFFENCES INCLUDE, BUT ARE NOT LIMITED TO:

- | | |
|--|---|
| ❖ murder | ❖ offences contrary to the <i>Controlled Drugs and Substances Act</i> |
| ❖ any crime involving children | ❖ robbery |
| ❖ (includes physical or sexual abuse) | ❖ arson resulting in loss of life or |
| ❖ impaired driving | ❖ treason or high treason |
| ❖ sexual assault | ❖ crime committed with a facial covering and/or a weapon |
| ❖ crimes relating to domestic violence | ❖ forcible confinement |
| ❖ child pornography (includes accessing, possession, distribution, or the making of) | |

Should you be uncertain if this Notice applies to you, please consult the Saskatchewan Marshals Service Recruiting Office for clarification.

Any information provided in this PDF regarding serious criminal activity, or that indicates you may pose a serious threat to others, may be investigated by the Saskatchewan Marshals Service or disclosed to entities with lawful authority to collect such information (e.g. police of jurisdiction or child protection agency).

Such disclosures could lead to an investigation, arrest, charge(s), criminal prosecution, conviction, and ultimately, imposition of a sentence.

Such disclosures may also lead to incident reports being entered into police databases, which could impact future employment or volunteering opportunities, or other activities that require security screening.

NOTICE FOR APPLICANTS WHO ARE CURRENTLY EMPLOYED BY THE GOVERNMENT OF SASKATCHEWAN:

If you are currently employed by the Government of Saskatchewan, please be advised that:

- deceit, dishonesty or non-disclosure concerning questions in this PDF, or
- disclosure of serious, recent or ongoing criminal or illegal activity may result in discipline.

NOTICE REGARDING FUTURE APPLICATIONS

If you apply for any other employment with, or at, the Police Service at any time in the future, deceit, dishonesty or non-



disclosure concerning questions in this PDF, or disclosure of serious, recent, or ongoing criminal or illegal activity may be used to determine your suitability, eligibility and qualifications for employment. This may result in your disqualification from the employment process in question.

NOTICE REGARDING COLLECTION, USE AND DISCLOSURE OF INFORMATION

Personal information that is collected on this PDF will be used to determine your suitability, eligibility, and qualifications for employment with the Saskatchewan Marshals Service. Questions about the collection, use or disclosure of this information may be directed to the Saskatchewan Marshals Service at 306-941-7139.



DECLARATION OF APPLICANT – PERSONAL DISCLOSURE FORM

1, _____ on my own behalf.

1. **Acknowledge** that I have completed the Personal Disclosure Form (PDF) voluntarily, based on my desire to pursue a career as a police officer with the Saskatchewan Marshals Service (SMS). The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.
2. **Consent** to my personal information being collected in the PDF, and used by the SPS to undertake a pre-employment polygraph (PEP), and to conduct a thorough background investigation and security check, should I successfully complete the PEP.
3. **Understand** that my deceit, dishonesty or non-disclosure concerning questions in the PDF may result in my disqualification from the recruitment process and any future employment with the SMS. I further understand that if I am currently employed by the SMS, any deceit, dishonesty or non-disclosure concerning information provided in the PDF, or disclosure of serious, recent or ongoing criminal activity, may result in discipline up to and including dismissal from my current employment.
4. **Understand** that any information provided in this PDF regarding serious, recent or ongoing criminal activity may be investigated by the SMS and/or disclosed to another law enforcement agency, and could result in arrest and criminal charges. I further understand that if, based on the information provided, I am deemed to pose a serious safety risk to myself or others, the SMS may be required to take action to ensure the ongoing safety of those at risk.
5. **Understand** that I may withdraw from the SMS Recruitment Process at any time. I may also refuse to answer any questions contained in the PDF, or asked at the PEP. Such refusal may result in my disqualification from the SMS Recruitment Process. I further understand that I may amend the information provided in the PDF at any time prior to the scheduled date for a PEP by contacting SMS Human Resources Recruiting.
6. **Release**, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SMS, the Saskatchewan Board of Police Commissioners, the province of Saskatchewan and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Personal Disclosure Form. If I, or anyone on my behalf makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.

I certify that the information proved by me in the PDF is true, correct, and complete to the best of my knowledge and belief. I acknowledge that I have read the instructions provided for the PDF and fully understand the terms. I have executed the PDF voluntarily on this _____ day of _____, 20_____.

Print Applicant's Name

Signature of Applicant

Print Witness Name

Signature of Witness

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with this Act.



PERSONAL DISCLOSURE FORM

SURNAME:						
GIVEN NAME:				SECOND NAME:		
ADDRESS:				PROVINCE:		
CITY/TOWN:				POSTAL CODE:		
PHONE:	HOME:		WORK:		OTHER: (cell phone)	
SIGNATURE:						
DATE:						

IMPORTANT INSTRUCTIONS FOR COMPLETING THIS DOCUMENT

1. Download and print this document in original format.
2. Answer all questions completely and provide **specific** information. Be thorough and do not assume an incident is too minor to include. The Recruiting Unit will review the document to make that determination.
3. Complete this document **in your own handwriting or printing**.
4. Use back of page or additional pages if more space is required.
5. Be completely **honest**.



1. Have you read the entire preface to this Personal Disclosure Form?
☐ No
☐ Yes
2. Do you understand the preface to this form?
☐ No
☐ Yes
3. Do you understand that a criminal investigation may be launched into your past if you have committed any of the offences listed in the preface?
☐ No
☐ Yes
4. Do you understand that lying on this form, omitting information, or failing to provide full details will eliminate you from the application process?
☐ No
☐ Yes
5. Have you ever taken a pre-employment or Criminal (Forensic) Polygraph test, EyeDetect Test (Ocular Motor Deception Test) or CVSA (Computer Voice Stress Analyzer)?
☐ No
☐ Yes

If yes, please provide details...

6. Have you ever been asked to take a Polygraph test, Eye Detect Test or CVSA (Computer Voice Stress Analyzer)?
☐ No
☐ Yes

If yes, please provide details...



7. What is the most serious undetected crime you have ever been involved in?

DRIVING:

8. Do you possess a valid driver's license at this time? (This does not include a Graduated License)

☐ No

☐ Yes

List all traffic offences, including any photo enforcement offences, you have been charged with **since your driver's abstract was submitted.**



9. In the past, have you ever possessed a valid driver's license from any other Canadian province or territory?

☐ No

☐ Yes

If yes, from which province or territory?

10. Has your current or any past driver's license ever been suspended for alcohol-related offences, demerits, overdue fines, etc....?

☐ No

☐ Yes

If yes, provide specific details of each incident including:

– Was your license suspended...? – Places, dates and times of each incident...?

– The reason for suspension...? – The name of the investigating police agency...?

11. Have you been a driver or passenger in a motor vehicle when it was involved in a hit and run accident, even when damage was minor?

☐ No

☐ Yes

If yes, provide specific details including:

– Places, dates and times of each incident...? – Any other relevant details...?

– The name of the investigating police agency...? –



12. Have you ever driven a vehicle in a dangerous manner? (i.e. Excessive speed, street racing, intentional contact with other vehicles, sex acts while driving, etc.)?

☐ No

☐ Yes

If yes, provide specific details including:

- Places, dates and times of each incident...? – Any other relevant details...?*
- The name of the investigating police agency...?*

NOTE:

In questions 13 and 14, "impaired" includes but is not limited to occasions where, because of alcohol and/or drug consumption, you knew or physically felt that you were not able to drive the vehicle in the same manner as you would have been able to without consuming alcohol/drugs.

13. In the last 3 years, have you driven a motor vehicle, boat, or other vehicle while impaired?

☐ No

☐ Yes

In order to accurately assess level of impairment, please provide specific details including:

- The amount of alcohol consumed...? – Consumed over what period of time...?*
- Places, dates and times of each incident...? – Any other relevant details...?*



14. Have you ever driven a motor vehicle, boat, or recreational vehicle while you were impaired (including the last time you drove impaired)?

☐ No

☐ Yes

If yes, please provide specific details...

15. Have you ever driven a motor vehicle, boat, or other vehicle after you used cannabis?

☐ No

☐ Yes

If yes, please explain...

If yes, please explain...



DRUG USE:

19. Have you ever used or experimented with any illegal drugs?

☐ No

☐ Yes

If yes, please provide requested information for each drug and explain circumstances of use below...

Drug Type	Used		Date of First Use	Date of Last Use	Total # of Times Used
	Yes	No			
Cannabis					
Hash					
Hash Oil					
Weed Oil					
Cocaine					
Crack/Rock/Powder					
Heroin					
Methamphetamine					
Mushrooms					
Acid/LSD					
PCP					
Crystal Meth					
Inhalants (glue, gasoline, paint)					
Mescaline					
Ketamine					
Designer (homemade)					
Date Rape (DMX, GHB, Rohyphonol)					
Ecstasy					
Bath Salts					
Other (specify) _____					
Other (specify) _____					
Other (specify) _____					



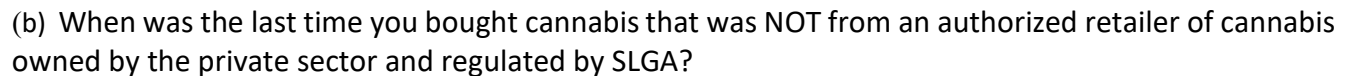
20. Have you ever illegally used any pharmaceutical (prescription) drugs or used any medication off label (other than as prescribed)?

☐ No

☐ Yes

If yes, please provide information for each drug and explain circumstances of use below...

Drug Type	Used		Date of First Use	Date of Last Use	Total # of Times Used
	Yes	No			
Methadone					
Percocet					
Percoden					
Valium					
Prozac					
Zanax (Xanax)					
Ritalin					
Oxycontin (Oxycodone)					
Oxycodine					
Dilaudid					
Inhalants (laughing gas, oxygen, etc.)					
Ativan					
Gabapentin					
Morphine					
Hydro morphine					
Beta-blocker					
Other (specify) _____					
Other (specify) _____					
Other (specify) _____					





23. Do you associate with anyone who uses illegal drugs, (i.e. friends, girlfriends, boyfriends, relatives, coworkers etc....?)

☐ No

☐ Yes

If yes, please explain...

24. Have you ever been in a place where you knew illegal drugs were being used by someone else?

☐ No

☐ Yes

If yes, what was your reaction...

FINANCIAL / CREDIT

25. Have you ever declared bankruptcy, used a credit management group, consumer proposal company or debt solution business?

☐ No

☐ Yes

If yes, please provide specific details including location, date(s) filed and discharge dates...



26. Has a collection agency ever been assigned to any of your outstanding debts?

☐ No

☐ Yes

If yes, please provide specific details including location, dates and amounts...

27. Do you gamble?

☐ No

☐ Yes

If yes, please provide specific details including how much money you have spent, wagered, lost or won in the last year as a result of gambling...

28. Do you now or have you ever had a problem with debt?

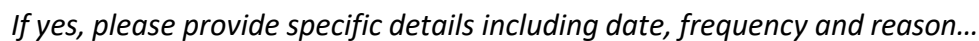
☐ No

☐ Yes

If yes, please provide specific details including dates and circumstances...

29. Please list all loans, mortgages, credit cards and lines of credit that you have.

LENDER	PURPOSE	ORIGINAL AMOUNT	BALANCE	MONTHLY PAYMENTS
		\$	\$	\$
		\$	\$	\$
		\$	\$	\$
		\$	\$	\$
		\$	\$	\$
		\$	\$	\$
TOTALS		\$	\$	\$





- 33 Apart from valid medical reasons, how many days have you been absent from work without proper authorization over the past 12 months?

	Days
--	------

Please provide an explanation for these days you were absent...

34. Have you held any employment that you have not disclosed on your application for employment with this Police Service?

☐ No

☐ Yes

If yes, please provide specific details including dates, employer(s), and reason why...

35. Have you held any employment, or earned cash income, where you did not report this income as required by law or intentionally did not pay income taxes?

☐ No

☐ Yes

If yes, please provide specific details including dates, employer(s) and reason why...



36. (a) Have you ever been disciplined or documented for inappropriate behavior at work?

☐ No

☐ Yes

If yes, please provide specific details explaining the behavior and any action taken...

(b) If yes, please explain why you behaved inappropriately at work that caused you to be disciplined or documented for this behavior.

(c) In your opinion, was the action taken against you justified? Why or why not?



37. Have you ever been dismissed or asked to resign from a job?

☐ No

☐ Yes

*If yes, **please provide specific details** including your position, the employer and the reason for your dismissal or resignation...*

38. Have you ever kept, removed, duplicated, accessed without authorization and/or deleted any information, in any format, that you were under a legal, professional, work or moral obligation to safeguard?

☐ No

☐ Yes

If yes, please explain...



39. Have you ever attempted to influence or alter the results of an employment related drug test (including altering or substituting a sample)?

☐ No

☐ Yes

If yes, please explain...

40. Have you ever lied to an employer on a job-related matter?

☐ No

☐ Yes

If yes, please explain...

SEX TRADE WORKERS:

41. Have you ever communicated with a sex trade worker or an escort for the purpose of offering, or securing sexual services in Canada or elsewhere, (E.G., street sex trade worker, brothel, massage parlor, via the internet, etc....)?

☐ No

☐ Yes

If yes, please provide specific details including:

- How many times did it occur...? – When and where did this occur...?
- Who was your employer at the time...?



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If yes, please explain...



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ILLEGAL SEXUAL ACTIVITY

45. Have you ever had sexual contact / involvement with any person without their knowledge or consent, which includes persons who were unable to give consent due to a medical condition, mental health issue, alcohol or drug, or other reason?

☐ No

☐ Yes

If yes, please provide specific details including dates, location and circumstances...

NOTE:

Questions 46 and 47 do not include situations where ALL of the following apply:

- the other person was over the age of 12,
- you were less than two years older than the other person,
- you were not in a position of trust or authority towards that person, AND
- both parties consented to the activity.

46. Have you ever been involved in a sexual manner with a person under the age of 16, whether in person or via internet, email, chat-lines, etc.?

☐ No

☐ Yes

If yes, please provide specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances...



47. Have you ever asked or persuaded a person under the age of 16 to participate in any sexual activity?

☐ No

☐ Yes

If yes, please provide specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances...

48. Have you ever participated directly or indirectly in sexual activity with any person under the age of 18 years while being in a position of trust or authority over that person? A position of trust and authority over a person includes babysitter, coach, boss, etc.

☐ No

☐ Yes

If yes, please provide specific details including dates, location and circumstances...



49. Have you ever committed incest? **(Not including your own victimization...)**

☐ No

☐ Yes

If yes, please explain...

50. Have you ever engaged in sexual activity with an animal?

☐ No

☐ Yes

If yes, please explain...

51. Have you ever given anyone some type of drug or substance, without their knowledge, prior to engaging in sexual activity?

☐ No

☐ Yes

If yes, please explain...



52. Have you ever made anonymous or unwanted sexual phone calls?

☐ No

☐ Yes

If yes, please explain...

53. Have you ever possessed sexual or nude images/videos of another person by consent and shared them someone else?

☐ No

☐ Yes

If yes, please explain...

54. Have you ever observed, videotaped, or photographed in any form (peeping, telescope, binocular, electronically captured with a cell phone, camera or the naked eye) sexual acts of another person without their knowledge?

☐ No

☐ Yes

If yes, please explain...



55. Have you ever watched another person who was naked or partly naked without their knowledge or consent?

☐ No

☐ Yes

If yes, please explain...

56. Have you deliberately exposed yourself to anyone in public or sent/displayed images of a sexual nature to a non-consenting recipient? (including sexual activity in a public place/parked vehicle or mooning)?

☐ No

☐ Yes

If yes, please explain...

57. Have you ever accessed, viewed, purchased, manufactured, made, distributed, sold, possessed or produced child pornography in any form, I.E., materials that are written, visual, audio, photographic, film, video, and/or electronic materials showing a person who is or appears to be under 18 years of age?

☐ No

☐ Yes

If yes, please explain...



58. Do you view pornography?

☐ No

☐ Yes

If yes, please explain...

59. Have you ever attempted to lure a person under the age of 18 to meet you for the purpose of any sexual activity, including communication over the internet?

☐ No

☐ Yes

If yes, please explain...

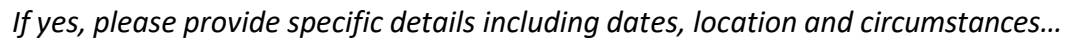
USE OF FORCE

60. Have you ever been in a physical altercation with a spouse, partner or any other person associated to you in a domestic or family relationship?

☐ No

☐ Yes

If yes, please provide specific details including dates and relationship...





63. Have you ever resisted, assaulted, been in a fight with, or acted aggressively toward a Police Officer?

☐ No

☐ Yes

If yes, please explain...

64. Have you ever been verbally abusive, or threatened anyone, (I.E., intimidation, bullying, road rage, etc....)?

☐ No

☐ Yes

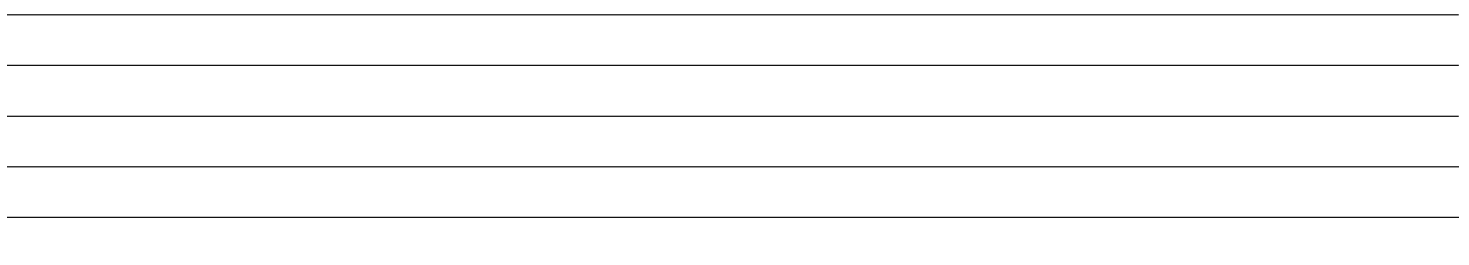
If yes, please explain...

65. Have you ever used a weapon or firearm to intimidate or threaten another person?

☐ No

☐ Yes

If yes, please explain...





69. Have you ever been involved in any criminal behavior at any of your workplaces, (E.G., theft of merchandise, office supplies, money, misappropriation of funds, fraud, or converting anything to your personal use without authorization)?

☐ No

☐ Yes

If yes, please provide specific details including dates, position within company, employer and type of property...

70. Have you ever purchased anything or were given anything you thought or knew was stolen or obtained from a crime?

☐ No

☐ Yes

If yes, please provide specific details including dates, type of property, how you obtained it and if you are still in possession of this property...

71. Are you currently in possession of any stolen property?

☐ No

☐ Yes

If yes, provide specific details including what property and where/how it was obtained...

NOTE:

Possession of stolen property may be of concern. These situations will be examined on a case-by-case basis.



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72. Have you ever been a passenger or driver of a stolen vehicle?

☐ No

☐ Yes

If yes, please provide specific details...

TECHNOLOGICAL CRIME:

73. Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission?

☐ No

☐ Yes

If yes, please provide specific details – including dates...

74. Do you possess, use or own an illegal satellite receiver system or have unauthorized access to Wi-Fi, internet, cable, or streaming services (Netflix, Amazon Prime, Disney, etc.)?

☐ No

☐ Yes

If yes, please describe product and circumstances if applicable...



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80. Have you ever been involved in any type of fraud, or deliberately falsified any official documents, (E.G., insurance fraud, price tag switching, Income Tax fraud, Employment Insurance, WCB, Customs Declarations, Credit Applications, etc....)?

☐ No☐ Yes

Please provide specific details including dates...

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

81. Have you ever, or do you currently, associate with individuals or groups who are/were engaged in criminal activity?

☐ No☐ Yes

Please provide specific details including dates, individuals and criminal activity...

[illegible]



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82. Have you ever been associated online with an individual or group who is involved with organized crime? (This includes: Mafia, terrorist organizations, street gangs, outlaw motorcycle gangs, racial groups, etc.)

☐ No☐ Yes

Please provide specific details including dates...

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on the right side, suggesting it's resting on a surface.

83. Have you ever been associated to, or been a member of, any militant, subversive organization or individual, I.E., racial gangs, motorcycle gangs, street gangs, organized crime groups, white supremacist groups, protest action groups, terrorist networks or cells, freedom fighters?

☐ No☐ Yes

Please provide specific details including dates...

[illegible]



84. Have you ever engaged in the intentional damage or destruction of any private or public property (including bus shelters, signs, vehicles, etc.)?

☐ No

☐ Yes

Please provide specific details ...

85. Have you ever researched, manufactured or used an explosive device or incendiary device, (E.G., bombs, Molotov cocktails, pipe bombs, etc....)?

☐ No

☐ Yes

Please provide specific details including dates and circumstances...

Please provide specific details...

Please provide specific details including dates and circumstances...



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90. Have you been involved in or in attendance at any circumstance where police were called or responded?

☐ No☐ Yes

Please provide specific details including dates and circumstances...

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91. Have you ever been refused security clearance or bond?

☐ No☐ Yes

Please provide specific details including dates and circumstances...

92. Have you ever impersonated a police officer?

☐ No☐ Yes

If yes, please explain...



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93. Have you ever lied to a police officer during an investigation (including as a witness or as a victim making a false complaint)?

☐ No☐ Yes

If yes, please explain...

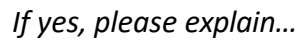
[illegible]

94. Have you ever hidden anyone from the police or helped anyone to avoid being arrested?

☐ No☐ Yes

If yes, please explain...

[illegible]



Please provide circumstances if applicable...



99. If you own a firearm, is it stored in accordance with current legislation?

☐ No

☐ Yes

☐ Not applicable

If no, please describe how the firearm is stored...

100. Have you ever been refused a firearms license?

☐ No

☐ Yes

If yes, please provide specific details...

101. Have you ever hunted illegally or fished without a license?

☐ No

☐ Yes

If yes, please explain...



102. Do you possess or own any prohibited weapons, (e.g. brass knuckles, crossbow, morning star, spike wristband, switch blade, Nunchaku, sticks, etc....)?

☐ No

☐ Yes

If yes, please provide specific details...

BACKGROUND:

NOTE:

A background check is part of the selection process. It involves a detailed and thorough investigation of your history.

103. Have you ever treated someone differently because of race, color of their skin, gender, sexual orientation, religion or political views?

☐ No

☐ Yes

Please provide specific details...



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104. Are you aware of any reasons that may disqualify you from becoming a Police Officer with the Police Service?

☐ No

☐ Yes

If yes, please explain...

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on its right side, suggesting it's resting on a surface.

105. Have you ever been subjected to or do you feel you might have engaged in any activities for which you could be subjected to blackmail or coercion?

☐ No☐ Yes

If yes, please explain...

[illegible]



106. Have you ever been involved in ANY criminal activity that you have not previously disclosed or documented?

☐ No

☐ Yes

Please provide specific details including dates, circumstances and type of crime...

107. Have you knowingly provided any false information or deliberately withheld any information in your application to this Police Service?

☐ No

☐ Yes

Please provide specific details...

Please provide specific details...



NOTE:

The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity.

“Law enforcement” includes police officer, peace officer, special constable, sheriff, corrections officer, bylaw officer or military police officer.

**If you DO NOT HAVE previous police experience ...
Please proceed to Declaration on Page 65, and continue with this form.**

FOR PREVIOUS LAW ENFORCEMENT EXPERIENCE ONLY

NOTE:

The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity.

“Law enforcement” includes police officer, peace officer, special constable, sheriff, corrections officer, bylaw officer or military police officer.

***Criminal activity, detected or undetected, may be of concern;
however, it will be examined on a case-by-case basis.***

109. Where and when did you receive your law enforcement recruit training?
Please provide specific details...



110. How many years of law enforcement experience have you accumulated?
Please provide circumstances if applicable...

111. Presently, what rank do you hold? *If promoted, please identify when this occurred?*

112. Have you been, or are you now, the subject of civil litigation as a result of your duties as a law enforcement officer?

☐ No

☐ Yes

Please provide specific details if applicable...



113. Have you been, or are you now, the subject of an internal or external investigation as a result of your duties as a law enforcement officer?

☐ No

☐ Yes

Please provide specific details if applicable...

114. Were you ever disciplined for inappropriate conduct or unauthorized conduct while employed as a law enforcement officer?

☐ No

☐ Yes

Please provide specific details if applicable...

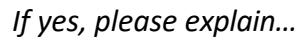
115. Were you ever absent from duty for any extended periods of time other than for authorized purposes or medical reasons?

☐ No

☐ Yes

Please provide specific details if applicable...

[illegible]





SASKATCHEWAN
MARSHALS
SERVICE
POLICE

119. As a law enforcement officer, have you ever received a kickback or accepted a bribe?

☐ No☐ Yes

If yes, please explain...

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

120. As a law enforcement officer, have you ever falsified a police report, (E.G., evidence receipts, criminal investigations, falsified written statements, police log, etc....)?

☐ No☐ Yes

If yes, please explain...

[illegible]



**SASKATCHEWAN
MARSHALS
SERVICE
POLICE**

121. As a law enforcement officer, have you ever intentionally made a false arrest?

☐ No☐ Yes

If yes, please explain...

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

122. As a law enforcement officer, have you ever used excessive force?

☐ No☐ Yes

If yes, please explain...

[illegible]

If yes, please explain...



SASKATCHEWAN
MARSHALS
SERVICE
POLICE

125. As a law enforcement officer, have you ever stolen anything from your department?

☐ No☐ Yes

If yes, please explain...

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

126. As a law enforcement officer, have you ever stolen anything from a crime scene, accident scene, property room, vehicle, victim or accused person?

☐ No☐ Yes

If yes, please explain...

[illegible]



SASKATCHEWAN
MARSHALS
SERVICE
POLICE

127. As a law enforcement officer, have you ever unlawfully used, sold or possessed any illegal drugs?

☐ No☐ Yes

If yes, please explain...

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

128. As a law enforcement officer, have you ever used your position for personal gain?

☐ No☐ Yes

If yes, please explain...

[illegible]



SASKATCHEWAN
MARSHALS
SERVICE
POLICE

129. Have you ever engaged in a sexual act with a prisoner or anyone else in your custody, or with anyone directly related to your investigation, (E.G., a witness, etc.)?

☐ No

☐ Yes

If yes, please explain...

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

130. Have you ever told a relative, friend or acquaintance about an active investigation that involved them or someone they knew, I.E., tipped someone off?

☐ No☐ Yes

If yes, please explain...

[illegible]

If yes, please explain...



DECLARATION OF APPLICANT – PERSONAL DISCLOSURE FORM

1, _____ on my own behalf.

1. **Acknowledge** that I have completed the Personal Disclosure Form (PDF) voluntarily, based on my desire to pursue a career as a police officer with the Saskatchewan Marshals Service (SMS). The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.
2. **Consent** to my personal information being collected in the PDF, and used by the SPS to undertake a pre-employment polygraph (PEP), and to conduct a thorough background investigation and security check, should I successfully complete the PEP.
3. **Understand** that my deceit, dishonesty or non-disclosure concerning questions in the PDF may result in my disqualification from the recruitment process and any future employment with the SMS. I further understand that if I am currently employed by the SMS, any deceit, dishonesty or non-disclosure concerning information provided in the PDF, or disclosure of serious, recent or ongoing criminal activity, may result in discipline up to and including dismissal from my current employment.
4. **Understand** that any information provided in this PDF regarding serious, recent or ongoing criminal activity may be investigated by the SMS and/or disclosed to another law enforcement agency, and could result in arrest and criminal charges. I further understand that if, based on the information provided, I am deemed to pose a serious safety risk to myself or others, the SMS may be required to take action to ensure the ongoing safety of those at risk.
5. **Understand** that I may withdraw from the SMS Recruitment Process at any time. I may also refuse to answer any questions contained in the PDF, or asked at the PEP. Such a refusal may result in my disqualification from the SMS Recruitment Process. I further understand that I may amend the information provided in the PDF at any time prior to the scheduled date for a PEP by contacting SMS Human Resources Recruiting.
6. **Release**, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SMS, the Saskatchewan Board of Police Commissioners, the province of Saskatchewan, and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Personal Disclosure Form. If I, or anyone on my behalf makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.

I certify that the information proved by me in the Recruitment Application Package is true, correct, and complete to the best of my knowledge and belief. I acknowledge that I have read the instructions proved in the Recruitment Application Package and fully understand them. I have executed the Recruitment Application voluntarily on this _____ day of _____, 20_____.

Print Applicant's Name

Signature of Applicant

Print Witness Name

Signature of Witness

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with this Act.