Progression Campus Safety Officer to Special Constable

Progression to the next Sworn in as a Special 5 weeks of Special Hired as a Campus step occurs annually Constable within 12 Constable training is on the anniversary of Safetv Officer provided, depending on months (Average 9 Universitv advancement to SCST personal development, months) Step 1 (Date to Level) Pay CSO Step 1 course availability & until Step 4 is reached. Pay SCST Step 1 operational requirements. Pay SCST Step 2, 3, 4 Employees may also pursue other opportunities Progress to CSO Step *Current or recent police/special constables may be able to start as special constables sooner. that have additional financial incentives as they 2 on anniversary date become available, which include: if the position is not designated for Special Overtime Constable status (at **Coach Officer** offer), or another specific Officer In Charge circumstance exists. **Team Resource Officer** Sergeant

Progression from Term to Continuing

Hired as Term Employee Should a Continuing position open up, all Term employees may apply and are considered first as internal applicants. (Other internal candidates may also apply, for example Casuals or those in other roles) Continuing positions are awarded to the best qualified internal applicant. Seniority is only considered if all other factors are equal.

Continuing positions may be awarded to external applicants if there are no qualified internal applicants.

Staff Sergeant (Management)

CAMPUS SAFETY SERVICES

Employment ends at the agreed upon date, or may be extended. Historically it is very rare that an employee would no longer be working for us as the result of an end of term, though that is not guaranteed.

For more information about our team and the benefits of working with us, please visit https://carleton.ca/safety/join-the-campus-safety-services-team/



2023 Rates of Pay

CSO	Step 1	Step 2		
2023 Rates	\$55,261	\$58,173		
SCST	Step 1	Step 2	Step 3	Step 4

*Based on a 42-hour average work week



