Progression Campus Safety Officer to Special Constable

Hired as a Campus Safety Officer

Pay CSO Step 1

5 weeks of Special Constable training is provided, depending on personal development, course availability & operational requirements.

Sworn in as a Special Constable within 12 months (Average 9 months)

Pay SCST Step 1

Progression to the next step occurs annually on the anniversary of advancement to SCST Step 1 (Date to Level) until Step 4 is reached. Pay SCST Step 2, 3, 4

Progress to CSO Step 2 on anniversary date if the position is not designated for Special Constable status (at offer), or another specific circumstance exists.

*Current or recent police/special constables may be able to start as special constables sooner.

Employees may also pursue other opportunities that have additional financial incentives as they become available, which include:

- Overtime
- Coach Officer
- Officer In Charge
- Team Resource Officer
- Sergeant
- Staff Sergeant (Management)

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.

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	$52,359	$55,118		
SCST	**Step 1**	**Step 2**	**Step 3**	**Step 4**
2023 Rates	$57,928	$63,984	$70,672	$74,275

*Based on a 42-hour average work week