

MEMBER COMMUNICATION 43
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Please forward this message to your RCMP colleagues who are not yet members of MPPAC.

national@mppac.ca

New NCO Promotional process scores low on fairness

Dear MPPAC Members

Recently RCMP management brought back a scoring system as part of the promotion process. This is a significant change from the previous pass/fail system that didn't include a score. The RCMP Senior Executive Committee (SEC), also instituted minimum passing scores.

This situation presents two significant problems – firstly the process in which this decision was arrived at, and secondly, the negative effects of this decision.

Unfortunately, once again, this is a case of RCMP senior management making a decision without proper consultation, and then telling members what has been developed and finalized without any rationale or justification for these final decisions. Rather than working collaboratively and effectively with members through an independent association to create processes which are modern, transparent and justifiable, members are simply told what decisions have already been made.

The SRRP'S position is that the regular member subject matter expert working groups (for the creation of the exam questions), recommended passing scores be respected as a maximum, and the option of lowering the scores be explored. Very unfortunately, this feedback was only solicited after the process had already been decided upon and finalized by senior management.

There is something significantly wrong with the whole process of how the promotion process is orchestrated, developed and determined in the RCMP. Every other police force where there is an independent association and who are part of the Canadian Police Association, is engaged in the development, modification and enhancement of their promotion process to afford procedural fairness to every member who participates in it. For example, Victoria City Police members vote on who the non commissioned officers (NCO'S) will be, who form part of the validation committee for promotion boards. Member feedback is an important and critical part of the promotional process to ensure that the entire process is equitable, workable and effective. This is lacking in the current management-controlled SRRP within the RCMP.

The second problem with this decision relates to the fallout that members will see from it. There will be a lower number of eligible candidates at all three NCO ranks. As well, those constables who wrote the exam the first time unsuccessfully, will be precluded from receiving the 4% Senior Constable Allowance Pay (SCPA). Thus the government

stands to save millions of dollars in this process - off the backs of the national membership.

The JSE is a multiple choice exam with 48 questions and the scores are now valid for three years, with members being able to write the exam next year if one is scheduled. A member can re-write the exam the following year but without the ability to learn from their mistakes in the previous exams. Competencies need to be validated and a cover letter with both supervisor and line officer support is required before you can compete for promotion. However, in order to even initiate the process you need to have the following minimum passing scores:

- Cpl 31 - 65%
- Sgt 29 - 60%
- S/Sgt 32- 67%

This decision and the way it was made is just another example of the ineffectiveness of the current labour regime which every member continues to be saddled with today in the Force.

Every member in the RCMP is given the lawful authority to carry a firearm and asked to make life-and-death decisions in the execution of their duties. Yet management in the RCMP does not respect that decision-making ability enough to allow members to participate in processes which affects our promotion, pay, pension and medical benefits - indeed everyone's career. This paternalistic thinking does not make sense in the year 2014. Our members deserve better.

It's time for our members to be treated with respect and for our employer to be accountable. With an independent association - MPPAC - members will have a say in every process, every facet which affects our future and that of our families. It's time for accountability, honesty and respect. It's time for change!

LET US BE YOUR ADVOCATE

The Mounted Police Professional Association of Canada (MPPAC) aims to become the independent labour representatives for all non-commissioned RCMP members. MPPAC was established in 2010 to fight for the right to engage in collective bargaining through an independent association on behalf of RCMP regular and civilian members across Canada. We strive for excellence in our conduct and obligations. We provide leadership to all of our membership on justice issues which affect the quality of life of all Canadians. The Association does not seek or support the right to strike. To learn more, visit www.mppac.ca.

The Directors of the National Executive —

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