



## TRANSIT POLICE

# OUTSIDE EMPLOYMENT

Effective Date: September 12, 2005

Revised Date: June 21, 2013

Reviewed Date:

Review Frequency: As Required

Office of Primary Responsibility: Deputy Chief Officer Support Services

## POLICY

### Definitions

Chief Officer – The Transit Police Chief Officer or delegate.

Member – A Transit Police police officer appointed by the Police Board.

Police Act – The BC Police Act, RSBC 1996, c. 367, and the regulations thereto, including the Transit Police Operations Regulation, all as amended from time to time.

Police Board – The South Coast British Columbia Transportation Authority Police Board.

SCBCTA – The South Coast British Columbia Transportation Authority commonly referred to as “TransLink”.

Transit Police – The South Coast British Columbia Transportation Authority Police Service.

Transit Police Personnel – Sworn police officers and civilians who work for the Transit Police.

TSML – The TransLink Security Management Limited, a subsidiary of the South Coast British Columbia Transportation Authority and legal entity/employer for the Transit Police.

### Authority

1. The Police Personnel are employees of the TSML. The Transit Police is a Designated Policing Unit in British Columbia established pursuant to s. 4.1 of the *Police Act* upon application made by the SCBCTA. Pursuant to the application approval, the Transit Police is a part of the TSML and all Transit Police Personnel are employees of the TSML. The Transit Police is governed by the Police Board.

### General

2. Transit Police Personnel will not hold outside office or employment that may:
  1. place on them demands inconsistent with their duties;

2. call into question their capacity to perform those duties in an objective manner; or
3. may be in conflict with the Member or civilian staff person's position and duties with the Transit Police.

## **PROCEDURES**

3. Transit Police Personnel will not engage in other employment which the Police Board considers to be in conflict with the position and duties currently occupied by the staff person, including:
  1. any employment which involves duties with any similarity to, or relationship with, a police responsibility;
  2. any employment which directly or indirectly brings the Transit Police or any of its personnel into disrepute by nature of the employment or activity.
4. Transit Police Personnel wishing to engage in other employment will submit through the chain of command their request, using TP Form AZ740 – Request to Hold Secondary/Outside Employment, for review of the Chief Officer.
5. If the Chief Officer denies the staff person's request regarding outside employment, the staff person may submit a request for Police Board review of the Chief Officer's decision.
  1. The Chief Officer will present the staff person's request to the Police Board at its next scheduled meeting and advise of the staff person within fourteen (14) days of the Police Board's decision.

**[See also: AC050 – Conflict of Interest and TSML Director and Employee Code of Conduct]**

## **Key References**