

	POLICY	
	HR-107 Probation Period	
	Original Date	Revision Date
	February 6, 2017	December 1, 2020

Policy

All members joining RCMSAR will be required to serve a probation period.

Station based members will be required to serve a probation period of three (3) calendar months of volunteer time. Volunteer time during this period may include meetings, training, on-water activities and participating in community, station, or Headquarters events.

Reason for Policy

A probationary period provides the organization with an opportunity to assess and evaluate employees and members to determine if they are suitable for ongoing employment/engagement with RCMSAR. It also provides the employee or volunteer an opportunity to assess their employment or volunteer position with RCMSAR.

Definitions

Member-includes both employees and volunteers

Guidelines

The probation period will commence on the day that a membership number is issued to the recruit by HQ.

All members must be assessed in a manner that is not arbitrary, discriminatory or in bad faith against reasonable standards of conduct that are explained to the prospective member.

If there is cause that gives rise to the need for further assessment and evaluation, a probationary period may be extended for an additional two (2) calendar months by the CEO on the recommendation of the approved supervisor/station leader or the Manager Human Resources.

A member who is found unsuitable during the probationary period may be terminated without cause provided that the member was provided with and understood the expectations that would be required of them during the probationary period.