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**EM13**

**JOB SHARE**

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Effective Date: 18 December 2012  
Last Reviewed/Revised Date: 03 November 2023\*

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**POLICY**

1. Delta Police Department will enable members and police staff to enter a job share employment arrangement, where such an arrangement does not impact on operational effectiveness and is entered into within the constraints of the relevant Collective Agreement.

**REASON FOR POLICY**

2. To provide direction in the creation of a job share employment arrangement.

**RELATED POLICIES**

EM14 – Oath of Office & Employment Terms

**PROCEDURES**

3. Requests for a job share are to be made to the Inspector i/c Human Resources, and the feasibility of such an arrangement will be assessed based on staffing levels and operational requirements.
4. Where the request is approved, the procedure laid down in the relevant collective agreement will be followed in all cases, including for exempt employees, and where the request is denied, the applicant will be informed of the reasons by the relevant manager.

\*Revised Dates:  
N/A