



EM14

**OATH OF OFFICE &
EMPLOYMENT TERMS**

EM14

Effective Date: 01 January 1996
Last Reviewed/Revised Date: 20 October 2025*

POLICY

1. All employees hired or appointed by the Delta Police Board must swear or affirm the Oath of Office.
2. All employees must comply with, and receive the benefits of, the terms of their employment, as detailed in:
 - a) the Collective Agreement between the Board and the Delta Police Association (DPA), for non-commissioned officers;
 - b) the Collective Agreement between the Board and the Canadian Union of Public Employees (CUPE), for civilian staff; and
 - c) individual contracts between the Board and the employee, for commissioned officers and exempt civilian staff.
3. The Chief Constable shall ensure that all new employees are provided with the terms of their employment, in writing, detailing wages and benefits.

REASON FOR POLICY

4. To seek to ensure employees understand and adhere to their terms of employment.

RELATED POLICIES

EM15 – Availability for Duty

PROCEDURES

Oath of Office: Members

5. Members and Special Municipal Constables shall [swear] / [affirm] before a Commissioner for Taking Affidavits, Justice of the Peace, or Judge in and for the Province of British Columbia an Oath of Office in the following form:

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I, _____, do solemnly [swear] / [affirm] that:

- I will be faithful and bear true allegiance to His Majesty King Charles the Third, King of Canada, His Heirs and Successors;
- I will, to the best of my power, cause the peace to be kept and prevent all offences against the persons and properties of His Majesty's subjects;
- I will faithfully, honestly and impartially perform my duties as a [Municipal Constable] / [Special Municipal Constable] for the Delta Police Department; and
- I will not, except in the proper performance of my duties, disclose to any person any information obtained in the course of those duties.

Oath of Office: Civilian Staff

6. Civilian staff shall [swear] / [affirm] before the Inspector, Human Resources, or delegate, in the following form:

I, _____, do solemnly [swear] / [affirm] that I will faithfully, honestly and impartially perform my duties as an employee of the Delta Police Board, and I will not, except in the proper performance of my duties, disclose to any person any information obtained in the course of those duties.

*Revised Dates:
01 May 2008
16 March 2012
20 September 2017
09 January 2024