



**Constable Selection System
Medical Requirements for Applicants
Effective
January 01, 2020**



Constable Selection System

The Constable Selection System (CSS) requires that medical information of police constable applicants is gathered at the pre-employment stage of the OACP Certification process.

The information contained in this document outlines the **hearing and vision standards**, as well as the **medical assessment requirements** of the CSS. This information is being provided at this early stage of the process to assist applicants in determining their suitability for the position of police constable. The information allows applicants to make an informed decision about pursuing a career in policing before they expend significant resources. It is recognized that early disclosure of this information will benefit both the employer and the prospective job applicant.

In addition, in the final stages of the selection and hiring process, **police services may further require applicants to complete a medical history questionnaire and undergo a comprehensive physical examination including psychological testing.** The medical suitability of an applicant will be determined solely on the basis of the medical examination conducted by the examining physician acting on behalf of the hiring police service. Through the medical evaluation, the examining physician will report any medical condition determined to potentially prevent an individual from performing the tasks required of a police constable in a safe and effective manner.

An applicant will be disqualified due to the presence of any medical condition, treatment, limitation, or disease that will impact on the performance of essential police duties in the following ways:

- inhibits performance to a degree that, even with accommodation, essential duties cannot be completed safely and effectively;
- increases, to an unacceptable level, the risk to the applicant's personal health;
- increases the applicant's risk of sudden incapacitation or impaired judgment;
- can result in the transmission of an infectious disease to a co-worker or the public; or,
- renders the individual unfit to be a professional driver, according to the Canadian Medical Association (CMA).

A list of Medical Conditions **that constitute grounds for disqualification** are included below. Please note the list presented is not comprehensive. **It is important to understand the applicant may be disqualified at the medical examination stage during the Constable Selection Process if they meet any of the grounds for disqualification.**



Disclaimer

Applicants will not be screened out at this stage of the pre-hire testing phase. Please note the Police Service which the applicant applies to will have the right to disqualify the applicant if the **hearing and vision standards are not met**. By completing this package, you acknowledge as the applicant that you are aware and agree that the Police Services or Law Enforcement Agencies may disqualify you based on not meeting any of minimum requirements outlined in this package.

You are to provide this form to the Police Service that you apply to. This form is valid for 2 years.

As the **hearing and vision standards** are deemed to be a bona fide medical requirement, Police Services have the right to screen out applicants at the initial stage of the Police Application Process if the standards are not met.

Instructions for Applicant

You are to **sign each individual form** that is required to be completed by **the eye care professional and audiologist**.

You are to **initial each line and sign** the applicant declaration, acknowledgment, and consent form at the end of this package.

Once you have **completed this package**. You are to **provide this form to the Police Service** along with the rest of your application package.

Exemptions

Please note, applicants who reside in isolated communities are not required to complete this form. However, you will be required to contact the Police Service you wish to work for and inquire about minimum standard testing.



Message for Eye Care Professionals (Pertaining to Appendix A)

Dear Eye Care Professional;

The individual in attendance with you is currently in the pre-hire testing stage with the Ontario Associations of Chiefs of Police as an applicant to become a Police Constable (or other Justice Practitioner) within the province of Ontario.

You are being asked to evaluate the **applicant's ability to meet the minimum vision requirements outlined below.**

Question B

Regarding the requirement outlined as Question B, it does not request a quantifiable test result, it does however ask for a **representation of your professional opinion** regarding **the applicants overall ocular and vision status.**

Question B also pertains to an applicant's ability to complete Basic Constable Training. This includes factors such as: the applicant may sustain physical force trauma to the eye or may be directly contaminated in the applicant's eyes with Oleoresin Capsicum (pepper spray).

Conclusion

In the event the applicant does succeed far enough into the process, you may be contacted by a Police Recruiter or a Physician acting on behalf of a Police Service, requesting the report completed on the applicant. Please do not attach any reports or confidential information to this form.

The applicant is responsible for **payment of all fees for testing and completion of this medical package.**

Standards – Pre-Employment Stage

Vision requirements

Minimum Vision Standards

- uncorrected visual acuity – at least 20/40 (6/12) with both eyes open.
- corrected visual acuity – at least 20/20 (6/6) with both eyes open
- farsightedness – the amount of hyperopia must not be greater than +2.00 D, spheroequivalent in the least hyperopic eye.
- lateral phoria “far” – in excess of 5 eso or 5 exo, requires additional information from an Ophthalmologist, which documents the person is unlikely to experience double vision when fatigued or functioning in reduced visual environments.
- lateral phoria “near” – In excess of 6 eso or 10 exo, requires additional information from an Ophthalmologist which documents that the person is unlikely to experience double vision when fatigued or functioning in reduced visual environments.
- colour vision – pass Farnsworth D-15 without any colour corrective (e.g. X-Chrom, Chromagen) lenses
- peripheral vision – peripheral visual field limits with a 5 mm white target at 33 cm (or a target with similar angular size with respect to the applicant’s viewing distance) should be no less than the limits given below. In addition, no blind spots should be present within these limits other than the physiological blind spot.
- Limits for the various meridians are:
 - Temporal (0° meridian): 75°
 - Superior temporal (45° meridian): 40°
 - Superior (90° meridian): 35°
 - Superior nasal (135° meridian): 35°
 - Nasal (180° meridian): 45°
 - Nasal-inferior (225° meridian): 35°
 - Inferior (270° meridian): 55°
 - Inferior temporal (315° meridian): 70°

Corneal refractive surgery – allowed; however, the applicant must meet additional requirements and the Specialist must provide specific documentation on vision stability and night vision.

Pseudophakic intraocular lenses – allowed; however, the applicant must meet additional requirements and the Specialist must provide specific documentation outlining the condition in a report.



Phakic intraocular lens implants (PIOL) – certain designs are allowed; however, the applicant must meet additional requirements and must provide specific documentation on vision stability and night vision.

- **orthokeratology**, corneal transplants, intra-stromal corneal rings – not allowed
- **ocular disease** – free from diseases that impair visual performance as indicated by the standards above, or will produce sudden, unpredictable incapacitation of the visual system.



Vision Assessment Form

Does the applicant meet minimum vision requirements?

Meets Standard

Does Not Meet Standard

Question B

Do you believe that based on the applicant's vision ability, they will be able to conduct essential job tasks without posing a significant safety risk to themselves, co-workers or members of the general public?

The Applicant does not pose a risk

The Applicant may pose a risk

Optometrist or Ophthalmologist information:

Name: _____

Office Location: _____ Phone: _____

(Specialist's Signature) (Date Assessed)

Applicant:

(Applicant's Signature) (Date Signed)

This form is valid for a period of 2 years commencing from the date it is signed



Message for Hearing Specialist (Pertaining to Appendix B)

Dear Hearing Specialist (can include Audiologist and Hearing Instrument Specialist);

The individual in attendance with you is currently in the pre-hire testing stage with the Ontario Associations of Chiefs of Police as an applicant to become a Police Constable (or other Justice Practitioner) within the province of Ontario.

You are being asked to evaluate the applicant's ability to meet the minimum hearing requirements outlined below.

Question B

Regarding the requirement outlined as Question B, it does not request a quantifiable test result, it does however ask for a **representation of your professional opinion** regarding the applicants overall hearing status.

Question B also pertains to an applicant's ability to complete Basic Constable Training. This includes factors such as: the applicant may sustain physical force trauma to the ear area or may be subjected to loud noises (i.e. screaming and/or firearm discharges).

Conclusion

In the event the applicant does succeed far enough into the process, you may be contacted by a Police Recruiter or a Physician acting on behalf of a Police Service, requesting the report completed on the applicant. **Please do not attach** any reports or confidential information to this form.

The applicant is responsible for **payment of all fees for testing and completion of this medical package.**



Hearing Requirements

Minimum Hearing Standards

- for each ear, pure-tone thresholds measured under audiometric earphones shall not exceed a four-frequency average (500, 1000, 2000, 3000 Hz) of 25 dB HL, thresholds at none of these single frequencies shall exceed 35 dB HL and thresholds at 4000 Hz shall not exceed 45 dB HL.
- speech recognition scores shall be 88 percent or better in each ear at 50 dB HL in quiet, using half lists (25 test words) of recorded monosyllabic words presented under standard audiometric earphones (Northwestern University Test. No 6).
- Speech recognition scores measured with both ears open in sound field shall be 68% or better at a +5-dB signal-to-noise (S/N) ratio, when a half-list (25 test words) of recorded monosyllabic words is presented at 50 dB HL.
- Individual assessments for those using any type of hearing aid, who then must be able to perform within the above Constable Selection System hearing performance standards. However, the applicant's unaided hearing loss must not exceed 40 dB in each ear at the following frequencies: 500, 1000, 2000 and 3000, and shall not exceed 55 dB at 4000 Hz



Hearing Assessment Form

Does the applicant meet minimum hearing requirements?

Meets Standard

Does Not Meet Standard

Question B

Do you believe that based on the applicant's hearing ability, will they be able to conduct essential job tasks without posing a significant safety risk to themselves, co-workers or members of the general public?

The Applicant does not pose a risk

The Applicant may pose a risk

Hearing Specialist information:

Name: _____

Office Location: _____ Phone: _____

(Specialist's Signature)

(Date Assessed)

Applicant:

(Applicant's Signature)

(Date Signed)

This form is valid for a period of 2 years commencing from the date it is signed



Disclaimer

Final Examination Stage

Applicants may be subjected to disqualification if they meet any of the medical conditions and grounds listed below.

Applicants will be thoroughly assessed during the medical examination phase in the final stages of the Constable Selection System hiring process. This stage takes place with the Police Service.

The following medical conditions may constitute grounds for disqualification

All physicians are charged with the responsibility of evaluating fitness to drive, with each patient they assess. In evaluating police constable applicants, physicians must determine if the applicants are both capable of possessing a professional driver's license and capable of performing other policing duties, such as those involving the use of a weapon.

Prospective applicants seeking further information or clarification about specific medical conditions listed below should consult directly with their physician and not with the employer police service.

Cardiac diseases and disorders:

- The assessment of police constable applicants with heart conditions must consider the risk of sudden incapacitation. The CMA considers a yearly risk for sudden incapacitation of greater than 1% to be unacceptable for holding a professional driver's license.

Peripheral vascular disease:

- Sustained hypertension with systolic pressure > 170 mm Hg or diastolic pressure > 110 mm Hg precludes an individual from obtaining a professional driver's license and therefore disqualifies the applicant from becoming a police officer. If the applicant can subsequently document that he or she has been able to improve and maintain a BP lower than 170/110 for a period of six months, he or she can be reconsidered.
- An active deep venous thrombosis or untreated hypercoagulable state is grounds for disqualification pending documented resolution of active or recurrent thrombosis.
- An abdominal aortic aneurysm larger than 5.0 cm requires surgical repair before an applicant can be considered.



Cerebral vascular disease:

- Symptomatic carotid artery stenosis, transient ischemic attacks or stroke require assessment by a neurologist to determine whether safety to drive is compromised.
- Presence of an untreated cerebral aneurysm renders the applicant ineligible to drive an emergency vehicle and is therefore disqualifying.
- Presence of a surgically treated cerebral aneurysm renders the applicant ineligible to drive an emergency vehicle for 6 months, and subsequently requires a favorable opinion from the attending neurosurgeon before applicant may be considered.

Nervous system (e.g. epilepsy, Parkinson's disease, multiple sclerosis, cerebral palsy, muscular dystrophy, myasthenia gravis and spina bifida):

An applicant is disqualified if he or she has a history of:

- vasovagal reactions to nauseous stimuli that could be encountered on the job (e.g., smell or sight of blood);
- any seizures that disqualify the applicant from meeting the professional driver requirements of the CMA's determining medical fitness to drive;
- narcolepsy; and,
- uncorrected, severe sleep apnea.

An applicant is disqualified if his or her condition shows the presence of:

- a central nervous system (CNS) tumor;
- a surgically treated CNS tumor that results in an unfavorable opinion from the neurosurgeon about the safety of the applicant to drive with a professional driver's license;
- chronically symptomatic vestibular conditions;
- any neurological disorder, such as multiple sclerosis, that results in loss of muscle control to an extent that a specialist assessment will determine insufficient motor skills to perform policing duties such as discharging a firearm and,
- any condition or disease of the nervous system that renders the applicant medically unfit to be a professional driver.

Respiratory:

Respiratory conditions are a concern for applicants during the physical testing stage. Those applicants with less predictable, sudden respiratory compromise, such as asthmatics requiring frequent emergency visits or those with a recurring pneumothorax, should be referred back to their treating specialist physician. If satisfactory disease control has been achieved and maintained for the past twelve months, the applicant can be considered. If not, the applicant will require documentation from an independent specialist

indicating that he or she is able to hold a professional driver's license.

Renal:

- An applicant is disqualified if he or she has dialysis dependence.
- Presence of progressive renal failure will require assessment by a nephrologist.

Endocrine:

- Insulin dependent diabetes mellitus requires a referral to an endocrinologist to determine if the patient is medically capable to be a professional driver (in accordance with the driving fitness guidelines of the CMA and the Canadian Diabetes Association).
- An applicant is disqualified if he or she has untreated diabetes and shows a low understanding of his or her condition (for example, not following physician's instructions on diet, medication or the prevention of complications, such as hypoglycemia), and is not under regular supervision of a qualified healthcare practitioner to ensure that any progression in condition or in complications do not go undetected.
- Evidence of an uncontrolled or poorly controlled condition related to thyroid, parathyroid, pituitary deficiency, diabetes insipidus, or adrenal dysfunction prevents the applicant from holding a professional driver's license. Once adequately treated, the applicant must demonstrate stability for six months to be reconsidered.

Medications, Drugs and Alcohol:

The assessment of a police constable applicant's medication, drug and alcohol use is similar to that used to determine the fitness of a patient to drive under a professional driver's license. However, this assessment must also determine the potential impairment to other policing duties, most notably the use of a weapon. If the examining physician determines the applicant is not fit to drive under a professional license, nor fit to perform other policing duties, then the applicant is to be disqualified. If an applicant is using or has used a substance or alcohol at a level that is deemed to cause a disqualifying level of impairment for employment as a police constable, the applicant must provide evidence that a discontinuation or reduction to a tolerable level has been maintained for a period of at least one year.

Infectious diseases that are life threatening:

Applicants with chronic life-threatening infectious diseases (e.g. HIV, TB) will be assessed on a case by case basis to determine medical fitness for police work. Infectious diseases may result in a delay or denial of medical clearance.



Applicant Declaration, Acknowledgement, and Consent

Initials

_____ I **consent** to this information being provided to the Police Service I choose to apply to, for the purpose of pre-selection hiring.

_____ I **acknowledge and understand that** this form will be provided to the police services that I apply to and understand that by completing this form I am eligible to continue in the Constable Selection Process.

_____ I **acknowledge** that notwithstanding of the results in this medical form, I still may be disqualified by police services who may conduct further medical examinations during the hiring process to assess if any medical condition, ailment, or concern impedes my abilities to perform the essential duties of a police officer.

_____ I **consent** to the respective police service that I choose to apply to, will be allowed to contact the practitioner for clarification of the hearing and vision examination form above.

_____ I **declare** the statements made are complete and accurate to the best of my knowledge and that I have not withheld any relevant information, or, made any misleading statements.

_____ I **hereby release** the OACP, TNT Inc., police services, and other law enforcement agencies in which I apply to from any and all liability and damages.

_____ I **further** hold harmless the OACP, TNT Inc., police services, and other law enforcement agencies whether direct or indirect of any legal indemnity that may arise during this application process.

_____ I **acknowledge** the cost of this examination and any other reports prepared are solely my responsibility.

_____ I **acknowledge the hearing and vision standards are considered bona fide** requirements of becoming a police officer in Ontario and the Police Service I choose to apply to, may screen me out of the process **if I do not meet the standards.**

(Signature of Applicant)

(Date Signed)

Once signed, please make a copy and email to Forms@oacpcertificate.ca



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OACP Constable Selection System

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