



Security / Reliability Interview Pre-Interview Questionnaire

- The Pre-Interview Security / Reliability Questionnaire and the Security / Reliability Interview are both integral parts of the RCMP recruiting and security process. They, and the subsequent field investigation, are used to assist in determining suitability and reliability and contribute to the security screening assessment of individuals who seek employment as a member, employee or volunteer of the RCMP or under a contract awarded to, or administered by, the RCMP. Verifications to issue security clearances are carried out to assess an individual's loyalty and reliability as it relates to loyalty. Reliability checks are done to assess an individual's reliability. This is being done in accordance to the Policy on Government Security (PGS) which became effective July 1, 2009.
- You are required to fill the Pre-Interview Questionnaire and return it to the RCMP Human Resources Section when completed. You will soon be contacted to meet with an interviewer to complete the Security / Reliability Interview.
- Please carefully read and follow the instructions below.

Instruction for the Applicant

- The Pre-Interview Questionnaire (Form 1020-1) is available in both official languages. You may complete the Pre-Interview Questionnaire in the language of your choice.
- Your decision to complete the Pre-Interview Questionnaire and the subsequent Security / Reliability Interview must be voluntary and be based on your desire to pursue employment with, or at, the RCMP.
- You should answer the questions contained in the Pre-Interview Questionnaire accurately, completely, thoroughly and honestly to the best of your knowledge and belief. You should answer the questions contained in the Pre-Interview Questionnaire on your own without the assistance of third parties (e.g. family or friends), considering the personal and sensitive nature of the information provided. You may withdraw from the process at any time or refuse to provide answers to any or all of the questions contained in the Pre-Interview Questionnaire. You should, however, be advised that an incomplete Pre-Interview Questionnaire may result in your disqualification from the employment process.
- You are not required to provide any information in the Pre-Interview Questionnaire that relates to a conviction for which a pardon has been received, or a matter that was processed pursuant to the *Young Offenders Act (R.S.C. 1985, c. Y-1, now repealed)* or the *Youth Criminal Justice Act (S.C. 2002, c. 1)*.
- You are under no obligation to provide information about third parties, (e.g. individuals other than yourself), in the Pre-Interview Questionnaire.
- You are under no obligation to disclose any information regarding a crime where you were a victim or complainant.
- You should be aware that, in the event of significant discrepancy between the information you provide in this Pre-Interview Questionnaire and in the context of the Security / Reliability Interview, and the information that surfaces from the RCMP's background investigation, you may be asked to undergo a second interview to explain adverse information.

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- Deceit, dishonesty or non-disclosure in answer to questions contained in the Pre-Interview Questionnaire are likely to result in your disqualification from the employment process.
- Should you apply for any other employment with, or at, the RCMP within the next five (5) years, the information provided in this Pre-Interview Questionnaire may be used to reassess your suitability and reliability and for security screening purposes. This may result in your disqualification from the employment process.
- If you are currently employed by, or working at, the RCMP, you should be advised that the information provided in this Pre-Interview Questionnaire may be used in reassessing your suitability and reliability, and in carrying out the security screening process. This may result in your disqualification from the employment process in question. This may also lead, where applicable, to a review for cause and possible revocation of an existing clearance or reliability status, and consequently the dismissal from your current employment with the RCMP.

Notices regarding prior serious criminal offences and serious risk to yourself or the safety of others.

- The information you provide on the Questionnaire and during the Security / Reliability Interview process is collected and used by the RCMP for the purposes of an employment application and security screening. However, if you admit to having committed a serious undetected criminal offence, or are deemed to pose a serious risk to yourself or to the safety of others, the RCMP may disclose information to entities with lawful authority to collect such information (e.g. police of jurisdiction or child protection agencies) for a law enforcement or public safety purpose. While cases of such disclosure are rare and exceptional, the RCMP strongly discourages you from completing the Pre-Interview Questionnaire or attending the Security/Reliability Interview if you believe this Notice applies to you.

Examples of serious criminal offences include, but are not limited to:

- murder;
- sexual assault;
- child pornography: accessing, possession, distribution, or the making of;
- any crime involving children;
- arson resulting in loss of life or substantial damage;
- forcible confinement;
- robbery;
- crime committed with a facial covering and/or a weapon.

Should you be uncertain if this applies to you, you should consult a lawyer to obtain independent legal advice.

- If you nonetheless chose to pursue the process and admit, on the Pre-Interview Questionnaire or in the context of the Security / Reliability Interview, to having committed one or a number of serious criminal offence(s), be advised that the information may be disclosed to entities with lawful authority to collect such information (e.g. police of jurisdiction or child protection agencies).
- If, in light of the information provided on the Pre-Interview Questionnaire or in the context of the Security / Reliability Interview, you are deemed to pose a serious threat to yourself or to the safety of others, be advised that the information may be disclosed to the entities with lawful authority to collect such information (police of jurisdiction or child protection agencies).
- You are also advised that such disclosures could lead to incident reports being entered into police databases, which could impact future employment or volunteering opportunities, or other activities that require security screening (e.g. employment with schools, banks, etc.).
- You are further advised that such disclosures could also lead to an investigation, arrest, charge(s), criminal prosecution, conviction, and, ultimately, the imposition of a sentence.

Notice regarding the collection and use of personal information by the RCMP

- The RCMP is collecting, on a voluntary basis, the personal information you provide on the Pre-Interview Questionnaire and in the context of the Security / Reliability Interview to assist in determining your suitability and reliability and for security screening purposes. The information requested is essential for making these determinations and, should it not be provided, may result in your disqualification and/or our inability to proceed with the employment process.
- The information is collected under the authority of the *Royal Canadian Mounted Police Act, R.S.C. 1985, c. R-10* and the *Financial Administration Act, R.S.C. 1985, c. F-11*. It is protected and managed in conformity with the provisions of the *Privacy Act, R.S.C. 1985, c. P-21* and the *Privacy Regulations, SOR/83-508*.
- The information collected will be stored by the RCMP in Personal Information Bank CMP PPU 065 and be disclosed in conformity with the *Privacy Act*. Under this Act, you have the right to the protection of, access to and correction of your personal information. More details regarding the collection and use of personal information can be found at www.infosource.gc.ca .



**Security / Reliability Interview
Pre-Interview Questionnaire**

Office use only	
HRMIS number	File number

Declaration, Acknowledgement, and Consent

Name of applicant	Telephone number
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Mailing address

In which Official Language would you prefer your interview to be conducted? English French

	Applicant's initials
I, the undersigned, have read and understand the previous pages of instruction and notices.	
I am completing this Pre-Interview Questionnaire voluntarily, based on my desire to volunteer, pursue work as a member or employee of the RCMP or under a contract awarded to, or administered by, the RCMP.	
I declare that the information provided in this Pre-Interview Questionnaire is up-to-date, accurate, complete and honest to the best of my knowledge and belief.	
I understand that the consequences of my not being completely honest and forthright in this Pre-Interview Questionnaire could result in me no longer being considered for employment with, or at, the RCMP.	
I understand that I do not have to include any information in this Pre-Interview Questionnaire that relates to a conviction for which a pardon has been received, or a matter that was processed pursuant to the <i>Young Offenders Act</i> or the <i>Youth Criminal Justice Act</i> .	
I understand that the information provided in this Pre-Interview Questionnaire may affect my opportunities for any other employment with, or at, the RCMP within the next five (5) years, or, where applicable, may affect my current security clearance and employment with, or at, the RCMP.	
I understand that, if I admit to having committed one or more serious undetected criminal offence(s) in this Pre-Interview Questionnaire, actions could be taken, which could lead, ultimately to the imposition of a sentence.	
I understand that, if in light of the answers provided in the Pre-Interview Questionnaire, I am deemed to pose a serious risk to myself or to the safety of others, actions could be taken, which could lead, ultimately to the imposition of a sentence.	
I understand that, in the event of significant discrepancy between the information I provide in this Pre-Interview Questionnaire and in the context of the Security / Reliability Interview and information that surfaces from the RCMP's background investigation, I may be asked to undergo a second interview to explain adverse information for verification and confirmation purposes.	
I declare that I will not divulge the contents and format of this Pre-Interview Questionnaire and of the Security / Reliability Interview to anyone.	
I consent to my personal information being collected, used and disclosed for the purposes identified above.	
I consent to my personal information being used for security screening purposes pursuant to the Treasury Board's Policy on <i>Government Security</i> .	

_____	_____
Signature of applicant	Date

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HRMIS number	File number

Name of applicant

Telephone number

6. Financial assessment

Your relationship with money may have an impact in obtaining either, a reliability status, a security clearance and/or site/facilities access. Please answer the following questions and be prepared to explain them to the interviewer.

A - Does your financial situation cause you any stress? If so, what level of stress do you feel: low, medium or high and why?

B - What is your ratio of debt versus income?

C - How has this changed over the past five years, if at all?

D - How do you expect your financial situation to evolve over the next 5 years?

E - If you are not satisfied with your finances, what are you doing to improve your situation?

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7. Have any members of your immediate family, close friends or associates been involved (to your knowledge) in criminal activity, meaning been suspected, charged or convicted of any criminal offences? This involvement should not be limited to the following offences (assault, domestic violence, theft, fraud, shoplifting, drug offenses, hack into a computer, drinking and driving, hunting without a permit.)

No Yes, complete this section.

i)	Name of individual	Date of birth (yyyy-mm-dd)
	Home address	Involvement/Activity
ii)	Name of individual	Date of birth (yyyy-mm-dd)
	Home address	Involvement/Activity
iii)	Name of individual	Date of birth (yyyy-mm-dd)
	Home address	Involvement/Activity
iv)	Name of individual	Date of birth (yyyy-mm-dd)
	Home address	Involvement/Activity
v)	Name of individual	Date of birth (yyyy-mm-dd)
	Home address	Involvement/Activity

**Analyst/Interviewer/Risk manager comments/notes
(For office use only)**

