



## PRE-EMPLOYMENT QUESTIONNAIRE

### Applicant Information

- Full Name: \_\_\_\_\_
  - Address: \_\_\_\_\_
  - Phone: \_\_\_\_\_ Email: \_\_\_\_\_
  - Date of Birth (optional): \_\_\_\_\_
  - Position Applied For: \_\_\_\_\_
  - Date: \_\_\_\_\_
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### Section 1 — Licensing & Legal Requirements

1. Do you currently hold a valid **Ontario Security Guard Licence**?  
☐ Yes — Licence Number: \_\_\_\_\_ Expiry Date: \_\_\_\_\_  
☐ No — If no, are you in the process of obtaining one? ☐ Yes ☐ No
2. Do you currently hold a valid **Ontario Driver's Licence (Class G or higher)**?  
☐ Yes — Class: \_\_\_\_\_  
☐ No
3. Are you legally entitled to work in Canada?  
☐ Yes ☐ No



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4. Have you ever had a security licence suspended, revoked, or denied?  
☐ Yes ☐ No — If yes, provide details: \_\_\_\_\_
5. Do you hold a **valid Emergency First Aid Certification with CPR and AED**?  
☐ Yes ☐ No
- Certifying Agency: \_\_\_\_\_
  - Expiry Date: \_\_\_\_\_
6. Do you hold a **valid Ontario Smart Serve Certification**?  
☐ Yes ☐ No
- Certification Number: \_\_\_\_\_
  - Expiry Date (if applicable): \_\_\_\_\_
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## Section 2 — Education & Training

5. Highest level of education completed:  
☐ Secondary School ☐ College ☐ University ☐ Other: \_\_\_\_\_
6. Have you completed any of the following industry-related training (check all that apply):
- ☐ Use of Force / Defensive Tactics
  - ☐ Crisis Intervention / De-escalation
  - ☐ First Aid & CPR (Level: \_\_\_\_\_ Expiry: \_\_\_\_\_)
  - ☐ WHMIS / Health & Safety
  - ☐ Fire Safety / Alarm Response
  - ☐ Other: \_\_\_\_\_
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## PRE-EMPLOYMENT QUESTIONNAIRE

### Section 3 — Employment Background

7. Do you have prior experience working in the security industry?

☐ Yes (Years: \_\_\_\_\_)

☐ No

If yes, list most recent employer(s), site type (e.g., retail, industrial, healthcare), and main duties:

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8. Are you currently employed with any other employers?

☐ Yes ☐ No

If yes, what other employers do you have? \_\_\_\_\_

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### Section 4 — Availability & Scheduling

9. Are you available to work:

○ Days: ☐ Yes ☐ No

○ Evenings: ☐ Yes ☐ No

○ Overnights: ☐ Yes ☐ No

○ Weekends: ☐ Yes ☐ No

○ Holidays: ☐ Yes ☐ No



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10. Are you willing and able to work:

- Rotating shifts? ☐ Yes ☐ No
  - On-call assignments? ☐ Yes ☐ No
  - Overtime if required? ☐ Yes ☐ No
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## Section 5 — Security Competencies

11. Security work often requires:

- Standing/walking for long periods
- Remaining alert during quiet hours
- Handling difficult interactions with the public

Are you able to meet these requirements with or without accommodation?

☐ Yes ☐ No (If no, please explain): \_\_\_\_\_

12. Have you ever been convicted of a criminal offence for which a pardon has not been granted?

☐ Yes ☐ No

(Note: A criminal record does not necessarily disqualify you; disclosure helps assess eligibility under Ontario's Private Security and Investigative Services Act.)

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## Section 6 — Additional Information

13. Do you have reliable transportation to travel to various worksites?

☐ Yes ☐ No



# ROYAL PROTECTIVE SERVICES

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14. Are you comfortable working in environments such as:

- Retail / Shopping Centres ☐ Yes ☐ No
- Healthcare Facilities ☐ Yes ☐ No
- Industrial Sites ☐ Yes ☐ No
- Event Security ☐ Yes ☐ No
- Residential / Condominium Security ☐ Yes ☐ No

15. Why are you interested in working in the security industry with Royal Protective Services?

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## Section 7 — Acknowledgment

I certify that the information provided is true and complete to the best of my knowledge. I understand that false statements may be grounds for disqualification or dismissal.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_