



Niagara Regional Police Service

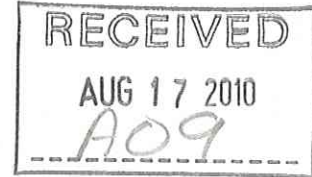
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Chief of Police Wendy E. Southall

REPORT OF THE POLICE SERVICE

TO



THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICES BOARD (By-law 269-2005)

Board Report Number: 197/2010

Date of Report: 2010-08-11

Date of Board Meeting: 2010-08-26

Mr. Doug Martin
Chairperson
And Members of the
Regional Municipality of Niagara Police Services Board

Reference: A By-law respecting the Skills Development and Learning Plan
250-2000 (AI-002)

Background:

On the 14th of December 2000, a number of Regional Municipality of Niagara Police Services Board By-Laws was enacted in response to the Provincial Adequacy Standards Regulations. These new by-laws contain provisions requiring the Chief of Police to report specific information in order to ensure compliance with the legislative guidelines. This report is submitted to provide the Niagara Regional Police Services Board with the necessary and required information, pursuant to By-law No. 250-2000, A By-law respecting the Skills Development and Learning Plan (AI-002).



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The Bylaw details specific requirements that are:

5.1 Reporting to the Board

The Chief shall make a written report to the Board on or before August 30th of each year in respect of the Skills Development and Learning Plan. The report will contain:

- a) **a summary of the skills Development and learning Plan; and**
- b) **the status of Service compliance with the said Plan.**

Summary of the Skills Development and Learning Plan

The Niagara Regional Police Service continues to provide training to both police officers and civilian members by providing courses internally and externally. The training provided comes from a variety of different sources:

- Training by the Niagara Regional Police Service Training Unit at the Centre for Policing and Community Safety Studies
- Designated specific training courses which are provided at both the Ontario Police College and the Canadian Police College
- Approved courses by the Educational Grant Committee at external learning institutions, which are required in obtaining a University or College Degree/Diploma/Certificate and are considered to be beneficial or enhance the member and the Service. Portions of tuition fees for these courses are reimbursed upon completion.

Effectiveness of Training

The Adequacy Standards Regulation Bylaw AI-002 requires the Niagara Regional Police Service to have a skills development and learning plan that addresses:

- a) the plan's objectives;
- b) the implementation of a program to coach or mentor new officers;
- c) the development and maintenance of the knowledge, skills and abilities of members of the police force, including:
 - i) the police service's criminal investigators
 - ii) members of the police service who provide investigative support functions, if any;
 - iii) members of a public order unit, if any; and
 - iv) members of the police force who provide any emergency response service

Response to Bylaw AI-002

Plan Objectives

It is the primary responsibility of the Training Unit to prepare members of the Niagara Regional Police Service to carry out their duties and responsibilities in an effective manner. A significant component of the annual in-service training is mandated as a response to the Provincial Adequacy Standards Regulations. Training programs and lessons are also developed in response to inquests and other identified issues that impact the way members provide policing service to the citizens of the Regional Municipality of Niagara. Our Police Service has been impacted by a significant number of retirements and therefore training sessions have been developed to assist in the development of the knowledge, skills and abilities of less experienced officers.

Training sessions were delivered in two distinct periods during the spring and fall of 2009. Both sessions were two days each and all members authorized to carry their use of force options were required to attend and qualify twice a year. This exceeded the Police Service guideline which requires all members authorized to carry and use their use of force options to re-qualify at least once every 12 months.

Beginning in 2010, in-service training sessions are run for a total of 3 days instead of 4 days as occurred in 2009. The first term ran from January until the end of April and the second term will run from September until the end of the year. Members authorized to carry their use of force options are required to attend and qualify only once every 12 month period, so most members will only qualify once this year. The exception will be members who qualified in January of 2010; they will be required to qualify by the end of December 2010 to ensure that they qualify well within the 12 month period. While there is some benefit to exceeding the guideline as occurred in 2009, it is anticipated that reducing the mandatory training from 4 days to 3 days will reduce the staffing impact on the front-line. Additionally, specialty courses have been offered during the summer months, including C8 Carbine training and Note-taking / Cross examination course.

In addition to the mandatory Use of Force training, topics covered during the fall session of in-service training in 2009 included Workplace Harassment and Discrimination as well as CPR / First Aid refresher training. Members also completed an on-line training session covering the topic of Accessibility for Ontarians with Disabilities Act.

During 2010, in addition to the mandated Use of Force training obligations, the Training Unit covered the following topics and skills, Highway Traffic Act / Case Law update, Youth Criminal Justice Act, Suspect Apprehension Pursuit training, Officer Safety awareness and Immediate Rapid Deployment training.

The mandated training topics covered during in-service training included Firearms Proficiency training, Firearms Academic training, Judgment training, Officer Safety, Physical Control and Empty Hand techniques, Intermediate Weapons which includes baton, conducted energy weapon and aerosol weapon training. Communication skills

were integrated throughout all training sessions. During practical judgment training exercises, training emphasized proper communication skills. Officers practiced and demonstrated the ability to use tactical communication to defuse aggressive behavior.

The Training Unit offers evening training seminars with experts on subject matter from both within and outside of the Service. Topics covered during evening training seminars included Peace Bond awareness, Armed Person and Firearm Search and Seizure, and Self Defense skills. The Training Unit also offered a Faith and Cultural Diversity tour which introduced members to various faith group leaders and gave them an awareness of various cultural traditions.

The Training Unit prepares Training newsletters and Training bulletins. The newsletter and bulletins address any current training issue and relevant case law decisions. The newsletters and bulletins are disseminated in a timely manner via Microsoft Outlook to both civilian and sworn members.

Beginning in 2010, the Training Unit incorporated an on-line learning component for the General Investigative Techniques (GIT) course. The course which previously ran for a two week period has now been condensed to a one week period. The same material is covered, but due to the on-line component, the staffing impact to the front-line is minimized. In the future it is anticipated that a number of courses will contain an on-line component which should mitigate some staffing concerns. The Police Service Training Unit supervisors are currently evaluating training schedules to ease staffing pressures on the frontline, while also balancing training needs.

The following is a breakdown of courses and training sessions provided from August 1, 2009 until August 15, 2010:

Name of Course	Number of Courses	Length of Course	Members Trained
Defensive Tactics	2 - Fall 2009 & 2010	Annual-Use of Force In-Service Training	1107 (includes NPP)
Intermediate Weapons	2 - Fall 2009 & 2010	Annual-Use of Force In-Service Training	1107 (includes NPP)
Officer Safety	2 - Fall 2009 & 2010	Annual-Use of Force In-Service Training	1107 (includes NPP)
Firearm Academic	2 - Fall 2009 & 2010	Annual-Use of Force In-Service Training	1010
Firearm Proficiency	2 - Fall 2009 & 2010	Annual-Use of Force In-Service Training	1072
Auxiliary Officer Use of Force	1 - Fall 2009	Annual-Use of Force In-Service Training	52
Special Constable Use of Force	1 - Fall 2009	Annual-Use of Force In-Service Training	62 (includes Cadets)
Suspect Apprehension Pursuit	1 - 2010	Annual- In-Service Training	384
Youth Criminal Justice Act	1 -2010	Annual-In-Service Training	384
HTA / Case Law	1 -2010	Annual-In-Service Training	384
Immediate Rapid Deployment	1 -2010	Annual-In-Service Training	376
Workplace Harassment	1-Fall 2009	Annual-In-Service Training	1074
CPR	1-Fall 2009	Annual-In-Service	703

		Training (4 Hrs)	
First Aid/CPR	1 -2010	Annual-In-Service Training (8 Hrs)	259
Accessibility for Ontarians Act	1-Fall 2009	On-line	814
Recruit Training (Pre-OPC)	3	1 - Week	32
Recruit Training (Post-OPC)	4	2 - Weeks	55
Cadet Training	2	2 - Weeks	15
Special Constable Initial Training	2	2 - Weeks	20
Auxiliary Constable Recruits	1	96 hours	19
CEW Qualification	5	8 Hours	31
CEW Re-Qualification	15	4 Hours	228
Shotgun Qualification	7	8 Hours	82 (includes ETU)
Shotgun Re-Qual	12	4 Hours	119 (includes ETU)
Major Case Management	1 - Oct. 2010	2 - Weeks	0 (course scheduled in OCT 2010)
Domestic Violence Investigator	1	1 - Week	22
General Investigative Techniques	1	1 - Week	24
Coach Officer	1	3 Days	16
OPC Front Line Supervisor	1	2 - Weeks	15
NRP Supervisor	1	2 - Weeks	16
CISO Human Source	1	2 days	32
Scenes of Crime Officer	1	1 Week	8
Cog. Veracity Statement	1	3 days	35
Interrogation	1	2 days	50
Court Testimony & Investigative Note Taking	2	3 Days	45
Prisoner Van Driving	3	1 Day	14
Breaching Tool Techniques	19	1 (hr)	121
Effective Presentation	1	1 - Week	18
Fitness PIN	33	4 Hrs	202
ETU Fitness Test	3	4 Hrs	13
Rank Reclass exams	8	4 Hrs	91
Seminars	5	2 - 6 Hrs	201
C8 Carbine Operators	4	1 Week	42

The Canadian Border Services Agency has trained 553 people as per agreement. As part of the joint partnership between the Niagara Regional Police Service and Niagara College the Police Foundation program have used our facility to train 595 students.

The following agencies have also used our Training Facility:

- Niagara Detention Centre 47 people trained
- Provincial Weapons Enforcement 10 people trained
- Brock Security 13 people trained
- Guelph ETU 24 people trained
- OPP TRU Team 24 people trained
- Niagara Parks Police 20 people trained

The following is a list of productions and technical support provided by the Video Unit:

NRPS

- Cell Extraction Techniques
- Sergeant and Staff Sergeant Promotional Ceremonies
- Mental Health Symposium
- Crimestoppers Niagara
- Assist OPP Academy – Preventing Officer Involved Collisions
- Motorcycle Ride for Dad
- Rainbow bridge Exercise – Technical Coverage and Production
- OACP Awards Program – OACP Conference
- George Street Assault Public Assistance Program – Major Crime
- Operation Takeout – Coverage and Media packages
- Shotgun Requalification
- Sudecon/OC Spray Instructional
- Crown Interview and Presentation
- International Police Mountain Biking Association

Investigative Support

- Outlaw Clubhouse demolition
- Marine Unit Project
- St. Catharines downtown coverage

OPTVA

- Warrantless Searches
- Liquor Licence Act
- Use of Force
- Training to Succeed
- Firearms Seizures
- Search of Persons

OPTVA Technical Support

- Initiating OPTVA Online Portal – Canadian Police Knowledge Network
- Providing online access to OPTVA Programs and testing to OPTVA members

Implementation of a program to Coach or Mentor new officers

General Order 017.03 – Coach Officer sets out the procedure and criteria for senior staff in the selection process for Coach Officers. Coach Officers are selected once it has been identified that they possess the knowledge, experience and competencies to convey the best philosophies of the Police Service. These officers also serve as positive role models for Recruit Constables. Coach Officer’s responsibilities are to observe the duties performed by the Recruit Constable over a minimum of 60 working days. The Coach Officer is to provide guidance, direction and correction as needed.

The Coach Officer regularly reports to the Supervisor in Charge of the Recruit’s performance. An activity log is completed by the Recruit and Coach Officer on a **daily** basis. At specified intervals (15, 30 and 60 days) a progress report is completed by the Coach Officer and Supervisor. The assessment is a comprehensive review of the Recruit’s progress in relation to the identified core competencies i.e. Knowledge of the law, Officer Safety, Police Vehicle Operations etc. Any identified deficiencies can be

dealt with immediately or through planned training activities. At the completion of the coaching period, a final report is completed by the Coach, Sergeant and Staff Sergeant. This comprehensive review summarizes the Recruit's demonstrated knowledge, skills and abilities, and recommends for completion or extension of the field training stage of learning. The completed Field Training Manual is forwarded through the Chain of Command to the Deputy Chief.

General Order 022.04 – Training Officer Program sets out the prime responsibility of management to develop and update the members' knowledge and skills by utilizing effective supervision and training programs that reflect the goals and objectives of the Service.

At the current time the Training Officer Program is not being utilized. A revised Training Officer program has been developed and will be implemented in the fall of 2010. Training material will be prepared by the Training Unit and the information will be relayed to the frontline by a platoon member who has been selected as a platoon trainer.

Police Service's Criminal Investigation

The Superintendent of Executive Services and the Training Unit determines the assignment of the skill development courses for criminal investigators that are held at both the Ontario Police College and the Canadian Police College. Members that are selected as criminal investigators must possess the knowledge, skills and abilities as prescribed by the adequacy standards.

General Order 095.06 Major Incidents & Routine Criminal Investigations and General Order 202.02 – Major Case Management details the procedures for the Service to follow during the investigations.

During 2009, the Training Unit hosted a Major Case Management Course from the Ontario Police College. Fifteen members of this Service attended this training and were able to achieve a certificate in this course. In October 2010 another Major Case Management Course will be delivered locally.

Members of the Police Service who provide investigative support functions

The Investigative Support Units provide investigative support functions on a daily basis for the Service. Members who are assigned as criminal investigators must possess the knowledge, skills and abilities as prescribed by the adequacy standards. They are also provided with further training internally and externally to meet with current requirements and legislative changes.

The Investigative Units identified are:

Arson Unit	Central Fraud
Central Traffic Unit	Child Abuse Unit
DNA Unit	Explosive Disposal Unit
Family Violence / Senior Support	Firearms Unit
Forensic Services	Intelligence Unit
Investigative Analysis	Major Crime Unit
Marine / USRU	Offender Management Unit
Polygraph Unit	Sexual Assault Unit
Technology Crime	Viclas

Members of the Public Order Unit

The Niagara Regional Police Service has a protocol agreement with the Hamilton Police Service and the Waterloo Regional Police Service for the providing of these services when called upon.

Members of the Police Service who provide any emergency response service

The Emergency Service Unit provides emergency response on a daily basis for the Service. Members that are assigned to Emergency Services must possess the knowledge, skills and abilities as prescribed by the adequacy standards. They are also provided with further training internally and externally to meet with current requirements according to international, national and provincial standards.

General Order 089.03 – Emergency Task Unit details the procedures and training for the Service in incidents involving emergency situations.

The Emergency Services provided:

Tactical Unit	Crisis Negotiators
Major Incident Commanders	Explosive Disposal Technicians

Conclusion:

The Niagara Regional Police Service is dedicated to ensuring that our Service meets all of the mandated, legislated, and identified needs of our members. Training is continuous and is evaluated on an ongoing basis. The current 2010 training calendar was evaluated for effectiveness and efficiency and will be modified in 2011 to further enhance our training program. The Training Unit is committed to developing members' knowledge, skills and abilities to ensure effective job performance.

Relevant Policy Considerations:

Police Services Act of Ontario Regulation 926. Police Services Board Bylaw 250-2000.

Cost of Recommendations:

There are no costs associated with this report.

Alternative Options:

Not to receive the report as relevant information.

Reasons for Recommendation:

To comply with the direction of the Board By-law

Prepared by:

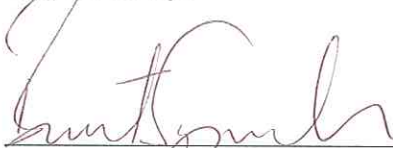


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Respectfully submitted by:



for **Wendy E. Southall**
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