



BY-LAW NO. 250 - 2000

**A BY-LAW RESPECTING
THE SKILLS DEVELOPMENT AND LEARNING PLAN
(AI-002)**

1. PREAMBLE

1.1 WHEREAS subsection 31(1) of the *Police Services Act* provides that a Board is responsible for the provision of police services and for law enforcement and crime prevention in the municipality and shall:

- b. generally determine after consultation with the Chief of Police, objectives and priorities with respect to police service in the municipality;
- c. establish priorities for the effective management of the police service, and
- e. direct the Chief of Police and monitor his or her performance;

1.2 AND whereas subsection 31(6) of the *Police Services Act* provides that the Board may, by by-law, make rules for the effective management of the police service;

1.3 AND whereas O. Reg. 3/99 prescribes standards for adequacy and effectiveness of police services;

1.4 AND whereas section 33 of O. Reg. 3/99 requires the 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 force's criminal investigators;
 - ii. members of the police force 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;

- 1.5 AND whereas Part AI-002 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Chief relative to a skills development and learning plan.

NOW THEREFORE THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICES BOARD ENACTS AS FOLLOWS:

2 DEFINITIONS

- 2.1 "Act" means *Police Services Act*, R.S.O. 1990, c.P.15, as amended;
- 2.2 "Board" means the Regional Municipality of Niagara Police Services Board;
- 2.3 "Chief" means the Chief of the Niagara Regional Police Service;
- 2.4 "Manual" means the Policing Standards Manual published by the Ministry of the Solicitor General;
- 2.5 "Member" means a member of the Niagara Regional Police Service;
- 2.6 "Service" means the Niagara Regional Police Service.

3 BOARD POLICY

- 3.1 The Board recognizes that proper training and skills are of the utmost importance, and it is therefore the policy of this Board that appropriate skills development and learning be mandated in accordance with the procedures established by the Chief as directed by this By-law.

4 DIRECTION TO THE CHIEF

- 4.1 The Chief shall develop and maintain a Skills Development and Learning Plan that is consistent with O. Reg. 3/99 and with Appendix A.
- 4.2 The Chief shall ensure that the Skills Development and Learning Plan ensures the development and maintenance of knowledge, skills and abilities of Members consistent with O. Reg. 3/99.
- 4.3 The Chief shall ensure that the Skills Development and Learning Plan is reviewed on an annual basis and amended as required.

Legislative/Regulatory Requirements

Section 33 of the Adequacy Standards Regulation requires a police service to have a skills development and learning plan that addresses:

- the plan's objectives;
- the implementation of a program to coach or mentor new officers; and
- the development and maintenance of the knowledge, skills and abilities of members of the police service, including:
 - the police service's criminal investigators;
 - members of the police service who provide investigative supports functions, if any;
 - members of a public order unit, if any; and
 - members of the police service who provide emergency response services.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to skills development and learning that the Chief of Police will:

- a) prepare, (identify timeframe - at least once every three years), a skills development and learning plan that:
 - i) provides an overview of the police service's existing and anticipated future needs in relation to skills development and learning;
 - ii) identifies the police service's skills development and learning objectives;
 - iii) promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
 - iv) supports coaching or mentoring of new officers;
 - v) ensures the development and maintenance of the knowledge, skills and abilities of members of the police service consistent with the Adequacy Standards Regulation;
 - vi) emphasizes the importance of organizational learning; and
 - vii) addresses the responsibility of members for career development and skills development and learning.



Police Service Guidelines

- Plan*
1. Every Chief of Police will prepare, (identify time frame - at least once every three years), a skills development and learning plan that should:
 - a) provide an overview of the police service's existing and anticipated future needs in relation to skills development and learning;
 - b) set out the police service's skills development and learning objectives, including potential partnerships with other service providers;
 - c) address cost-effective and innovative delivery of skills development and learning;
 - d) ensure that members are kept informed of changes in the law, emerging issues and trends;
 - e) address the development and maintenance of the knowledge, skills and abilities of members of the police service, including:
 - i) criminal investigators;
 - ii) members providing investigative supports;
 - iii) members providing public order unit services;
 - iv) members providing emergency response services; and
 - v) communications operators/dispatchers and their supervisors;
 - f) address the training and sharing of information with officers, communications operators/dispatchers and supervisors on local protocols, conflict resolution and use of force related to persons who are emotionally disturbed, have a mental illness or developmental disability;
 - g) require a program to coach or mentor new officers, including a selection process and training for coach officers; and
 - h) address the responsibility of members for career development and skills development and learning.

