

**NORTH BAY POLICE SERVICES BOARD
FRAMEWORK FOR BUSINESS PLANNING POLICY**

INDEX NUMBER: AI-002
DATE:

PREAMBLE:

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

- a. Prepare a three year skills development and learning plan that:
 - i) provides an overview of the Force's existing and anticipated future needs in relation to skills development and learning;
 - ii) identifies the Force'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 the Force 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.

Signed: Colin P. Vezina
Chairman

Susan Vester
Secretary

This policy is subject to the provision of an adequate annual operating budget to enable the Chief of Police to plan for the deployment of personnel and resources, and the absence of any other intervening factors that may frustrate the ability of the Police Service to implement this Policy.