



NORTH BAY POLICE SERVICE

TRAINING 2008 Annual Report

Report Date: 2009-01-27
Author: SERGEANT DAVE BYRNES

A. MANDATE OF TRAINING UNIT

The North Bay Police Service is committed to creating and maintaining a Positive Learning Environment in which employees continually develop their Knowledge, Skills and Abilities, to facilitate the highest quality of service to the citizens of our community.

B. INTRODUCTION

During the year 2006, a plan was developed, identifying the now existing and the future development needs for our service for the years 2007-2009. This plan was developed in cooperation with the Section Heads, Supervisors and the Training Section to come up with a comprehensive plan to budget for and implement. It was accepted in December 2006.

The annual training report includes courses attended by our service personnel at various accredited training facilities; OPC, CPC, and off site during the year 2008, as well as seminars, workshops and in-house / roll call training.

Mandatory training, as prescribed by the Ministry, has been completed, on an annual, bi-annual schedule, or in house during 2008, in the following fields; Use of Force, Suspect Apprehension Pursuits, Shotgun Training, Pistol re-qualification and Radar re-qualification. We did not do any First Aid/CPR training in 2008.

Eighteen items of in-service and roll call training in the form of videos produced by the Ontario Video Training Alliance covering various training needs, updates handouts, and force mail-outs of recent legislative changes, as well as reported cases have been distributed or presented during 2008.

C. CONCLUSION

In 2008, 135 persons were trained in various disciplines. In actuality, we had 103 persons attend courses and seminars of more than one-day duration with 31 people attending single day courses or seminars in the year 2008. We will continue to use our Skills Development and Learning Plan to its completion to meet the standards as described in the 2006-2009 Adequacy and Effectiveness Standards that we have adopted.

In all we have used approximately 855 days training off site in 2008. We also used 197 inservice training days totalling approximately 1792 hours.

D. SUMMARY TRAINING: - COURSES, SEMINARS and PROVINCIALY MANDATED TRAINING – 2008

In summary, we ran the Course “Fatal Collision, First Officer on Scene” over 3-day period with 20 students, 14 of which were North Bay Police personnel and a CISO Foundations Course “Human Source Development Foundations” again over 3-days with 28 students, 19 of which were North Bay Police personnel. We had 7 recruits attend Basic Constable Training at OPC.

We completed provincially mandated training in the following subjects for designated personnel;

Use of Force	Firearms re-Qualification
Long Gun	Suspect Apprehension Pursuit
Radar Training	Domestic Violence Training
Containment Team Training (ERT)	

E. LEARNING OBJECTIVES – 2008

We have developed and implemented In-service orientation programs for; Supervisors, and have maintained In-service orientation programs for Communications Dispatchers, The Forensic Identification Section, The Investigative Support Section, Special Constables, and Clerical Staff.

We have conducted force-wide “on-line” Occupational Health & Safety training for Supervisors and have successfully tested the process in January 2009.

We will continue to maintain our policy of skills development in 2009 keeping in mind provincially mandated adequacy standards

F. ANTICIPATED ISSUES – 2008

We have secured a number of seats at Ontario Police College on courses for our members to support training needs in ISS, Administration and Patrol Sections of the North Bay Police Service. Some are: Major Case Management & MCM Powercase, General Investigative Techniques, Major Crime Investigations, Homicide, Search Warrants, Fraud, Investigative Interviewing and Communications training.

We will be concentrating in obtaining positions to train more of our senior members in L.E.A.D.E.R, SPAC, Front Line Supervisor, Police Service Act & related training. We will continue to have our Domestic Violence Coordinator provide in-service training to all new officers once they have completed Basic Constable Training at OPC in 2009.

We have scheduled APT training for May of 2009 and should be able to train 12-16 of our own people should we have enough instructors in –house to carry out the training.

We will be pursuing General Investigation Techniques (GIT), training in house through the OPC seeking a lead instructor and supplementary instructors from other agencies in 2009.

In-house off-site OPC training courses of APT & GIT will necessitate incurring expenses for backfilling front line personnel positions with overtime, to accomplish minimum numbers of personnel reporting for duty, while conducting these courses.

Force wide UOF, and biyearly ERT Training has been scheduled for 2009. Long gun training and weapons inspections will continue in the fall of 2009.

First Aid/CPR training will have to be conducted for 22 members who will have their certificates expire in 2009, and we will be endeavouring having force wide First Aid and CPR training conducted every year towards a 13-hour certificate over a three year period if the total accumulative training concept is approved by the WSIB guidelines.

It is anticipated we will need a new Use of Force Trainer by the year 2010, and must concentrate on qualifying another use of Force Trainer in 2009.