



NORTH BAY POLICE SERVICE

2009 Annual Report Training

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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 the communities of North Bay and Callander.

B. Executive Summary

In 2006, a plan was developed identifying the existing and the future developmental needs for our service for the years 2007-2009. This plan was created with the assistance of section commanders, supervisors and the Training Section. It was implemented in December 2006 and concluded on 2009-12-31.

The Annual Training Report includes courses attended by members at various accredited training facilities, including the Ontario Police and Canadian Police Colleges, in-house/roll call training as well as seminars, workshops hosted by our Service and other police services within the province. In addition to identified training requirements to enhance our delivery of service, the Training Section is responsible to ensure mandatory training, as prescribed by the Ministry, has been completed in the approved time frame.

In 2009 twenty four different presentations were delivered to our members through in-service and roll call training. Our Service invited guest lecturers and subject matter experts to deliver presentations on a variety of topics. Training and other forms of educational opportunities was provided using videos produced by the Ontario Video Training Alliance and other similar sources of information. Training in response to changes in legislation was conducted by presentations as well as utilizing our intranet, internet and e-mail capabilities.

C. Activities

Our Service hosted courses in the following disciplines: APT, CISO C-24, Incident Command, Crisis Negotiation and Coaching Skills, encompassing nineteen training days with forty members in attendance. In 2009 four recruits attended Basic Constable Training at the Ontario Police College.

In affiliation with Magna Carta, an e-learning based provider, all members of our Service have successfully taken part in an internet training based initiative entitled Principles & Values in Policing-North Bay.

The following provincially mandated training has been completed in 2009:

Use of Force	Firearms re-Qualification
Shotgun Training & re-qualification	Suspect Apprehension Pursuit
Radar Training	Domestic Violence Training
Containment Team Training (ERT)	

In 2009, 197 training sessions or allotments for personnel training opportunities in various disciplines were received by members of the Service in the form of courses or seminars. Of the noted total, 137 were courses and seminars that were of more than one day in duration.

A new Skills Development and Learning Plan has been created to meet standards as prescribed in the Ontario Regulation on Adequacy and Effectiveness Standards, for the years of 2010-2012.

D. Learning Objectives

In recognition of the promotions of many officers to supervisory positions our Service developed an in-service orientation programme for supervisors and focused on accredited training for them. We have developed and continue to maintain in-service orientation programmes for Communications Dispatchers, Special Constables, Emergency Response Team and Clerical staff.

In maintaining our training objectives we ensured that provincially mandated adequacy standards were fulfilled. We also continued with service-wide training in Occupational Health & Safety training for supervisors and we examined areas that would assist in developing the 2010-2012 Skills Development and Learning plan.

E. Anticipated Issues

We have secured the following training positions at Ontario Police College to support our members with respect to their future training needs: Advanced Patrol Training, Major Case Management & MCM Powercase, General Investigative Techniques, Major Crime Investigations, Homicide, Search Warrants, Fraud, Investigative Interviewing and Communications training.

We are also obtaining training positions for 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 2010.

The Service has committed training for a new Use of Force Trainer and assistant trainer in 2010. Training requirements will include the following courses: Firearms Facilitator, Use of Force Trainer, Shotgun Trainer, Facilitator of Adult Learning, Armourer, and Defensive Tactics.

We will continue to provide E-learning education opportunities through partnership with Magna Carta and the Canadian Police Knowledge Network (CPKN), throughout the term of the 2010-2012 Skills Development & Learning Plan.