



NORTH BAY POLICE SERVICE

2010 Annual Report Training

**Report Date: 2010/01/11
Author: Sergeant D. 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 communities of North Bay and Callander.

B. Executive Summary

During the year 2006, a plan was developed identifying the existing and the future development needs for our service for the years 2007-2009. This plan was re-developed in cooperation with the Officers in Charge and supervisors of specific sections. One of the key functions of the Training Section was to devise a comprehensive plan that addressed budgeting and implementation requirements. This plan was formalized on January 01, 2010. It addressed needs for the years 2010 – 2012 and it was accepted as Standard Operating Procedure (SOP) AI-002-3.

The annual training report includes courses attended by our service personnel at various accredited training facilities that include: the Ontario Police College (OPC), Canadian Police College (CPC), and off site during the year 2010. The report also cites the various seminars, workshops and in-house / roll call training that our members have received.

Mandatory training, as prescribed by the Ministry, has been completed for 2010 in the following disciplines: Use of Force, Suspect Apprehension Pursuits, Shotgun Training, Pistol Re-qualification, RADAR Re-qualification, First Aid/CPR Training, as well as Bill 168, Workforce Discrimination and Harassment Training.

Nineteen (19) items of in-service and roll call training in the form of guest lecturers or videos produced by the Ontario Police Video Training Alliance (OPVTA) and the Canadian Association of Chiefs of Police (CACCP) covering various training needs have been conducted. Updated handouts and Service mail-outs of recent legislative changes, as well as reported and Courts of Appeal cases have been distributed or presented during 2010.

C. Summary: Courses, Seminars, Provincially Mandated Training and Educational Subsidies – 2010

In 2010 our Service hosted a Human Source Development Course, CISO Bill C-24 Lawful Justification Course and the CISO Asset Forfeiture Course utilizing seven (7) training days and had twenty six (26) of our personnel attending.

Members attended locally offered training sessions such as; an SIU presentation by the Toronto Police Service, Joint Training by the Office of the Chief Coroner in Forensic Paediatric Death Investigation, the Office of the Independent Review Director (OIPRD) – Public Complaints training and Performance Evaluation training, which involved forty three (43) of our personnel.

In 2010 our Service had three (3) recruits attend Basic Constable Training at OPC. All personnel have completed the e-Learning-on-line training on twelve (12) Red Flagged SOP's through Magna Carta. In partnership with the Canadian Police Knowledge network (CPKN) we have conducted on-going training on-line, in Critical Incident Stress Management, Accessible Customer Service and Preventing Officer Involved Collisions.

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

Use of Force	Firearms re-Qualification
Shotgun Training & re-qualification	Suspect Apprehension Pursuit
Radar Training	Domestic Violence Training
Emergency Response Team (ERT)	O.I.P.R.D

In 2010, one hundred and ninety four (194) persons were trained in various disciplines amassing seven hundred and sixty seven (767) days of training. In actuality, we had one hundred and seventy two (172) persons attend courses and seminars of more than one-day duration, and twenty two (22) people attended single day courses or seminars in the year 2010.

We have been guided by the 2010-2012 Skills Development and Learning Plan to meet the standards as described in the Adequacy and Effectiveness Standards for the coming years.

Granting of educational subsidies to Service employees has been a long standing practice of the North Bay Police Services Board through resolution of Board By-Law #5/2000 and it is the subject of Standard Operating Procedure HR-NBPS-013. The Board believes in a well trained and efficient Police Service, and encourages its employees to further their education through taking of post secondary courses from universities, colleges and other recognized post secondary educational facilities. The Board recognizes that continued education will enhance the skills and development of the employee and bring new knowledge to the Service.

In 2010 nine employees had made requests to the Chief of Police through the Education Subsidy Program for courses, some of which included: Forensic Psychology, Popular Cultures, Public Media Relations, Victimology, Criminal Justice Statistics, Strategic Human Resource management for Police organizations.

D. LEARNING OBJECTIVES – 2011

We have developed and implemented in-service orientation programs for supervisors and have maintained in-service orientation programs for members from the following sections; Communications Centre, Forensic Identification, Investigative Support, Special Constables and Clerical Staff. We will continue to offer e-learning courses on-line for officers who wish to take extra courses offered by CPKN. We continue to maintain our policy of skills development in 2011 keeping in mind provincially mandated adequacy standards.

E. ANTICIPATED ISSUES – 2011

We have secured a number of seats at the Ontario Police College on courses for our members to support training needs in the Investigative Support, Administration and Patrol Sections of the North Bay Police Service. Some courses include; Advanced Patrol Training, Major Case Management & MCM Powercase, General Investigative Techniques, Major Crime Investigations, Forensic Shooting Scenes, Search Warrants, Fraud, Investigative Interviewing, Youth Officer, Drug Officer, Business Writing, Media Relations and Communications training.

We will be concentrating on obtaining positions to train more of our senior members in L.E.A.D.E.R, SPAC, Front Line Supervisor, *Police Services 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.

Service-wide Use of Force and bi-annual Emergence Response Team (ERT) training has been scheduled for 2011. Shotgun training and weapons inspections will continue in the fall of 2011. We will be seeking further training for our Use of Force Instructors to bring them up to date on standards for delivering, training with, and armouring on the Conducted Energy Weapons, as well as instruction and servicing the ARWEN Weapon.

First Aid/CPR training will have to be conducted in 2011 and we will be endeavouring having force wide First Aid and CPR training conducted every year towards a 13-hour First Aid certificate over the three year period of the Plan provided the total accumulative training concept is approved by the WSIB guidelines. We anticipate having to train a new First Aid/CPR Instructor in the year 2011.

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