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# CACCP Bulletin

Canadian Association of Chiefs of Police

SPRING 2008



*"...Leading progressive  
change in policing"*

# THE 2008 PRESIDENT'S COUNCIL ON STRATEGIC DIRECTION

On January 14/15 the CACP President's Council on Strategic Direction met in Quebec City to discuss critical issues facing Canadian policing today, to review CACP strategic goals and to identify action priorities for the upcoming year. The CACP Executive, Board of Directors, and Committee chairs identified three key priorities:

- reinforce commitment to moving the National Framework for Policing forward
- strategically strengthening Association leadership and influence on key community safety issues by capitalizing and promoting coalitions and partnerships, focusing on preventing crime and social disorder, and increasing focus on international issues.
- enhancing unity within the Association and increasing value to members

The group also recommended that the Board consider the development of a strategic planning process that bridges the 2 year terms of Presidents and assists in aligns efforts of the Committees with the Association priorities.



Former CACP President, Edgar MacLeod, Chief Constable Paul Shrive, Port Moody Police Department, and Chief Constable Derek Egan, Saanich Police Department.



Chief Gary Crowell, Halton Regional Police and Chief Mike Boyd, Edmonton Police Service



A/Commr. John Neily, RCMP and Deputy Chief Sue O'Sullivan, Ottawa Police Service



Chief Tom Kaye, Owen Sound Police Service and Chief Brian Mullan, Hamilton Police Service



Council participants Chief Mike Boyd, Edmonton Police Service, Assistant Commissioner Mike McDonnell, RCMP and Superintendent Luc Delorme, RCMP hard at work.

## 9th Annual Privacy and Security Conference and Exposition Digital Dilemmas, Digital Dreams: Privacy, Security and Society in New World Networks

February 7th - 8th, 2008 Victoria BC

The CACP was proud to again be invited to participate in the Reboot Communications Annual Privacy and Security Conference. The conference focused on emerging issues in privacy and security in our increasing digital world and challenged participants to consider whether they are sufficiently prepared to deal with privacy and security breaches in their organizations and their personal lives.

Deputy Director General Steven Chabot, Surete du Quebec and President, CACP responded thoughtfully to Challenger Simon Davies, Executive Director, Privacy International, and Senior Fellow at the London School of Economics presentation Smile, But Don't Scratch!: The Impact of CCTV Surveillance. C/Supt Kate Lines, co-chair of the CACP e-Crime Committee provided a discussion provoking presentation on Trans Border Data Flows: Top Issues in Global Information Sharing.



C/Supt. Kate Lines,  
Ontario Provincial Police



Deputy Director  
General Steven Chabot,  
Surete du Quebec and  
President, CACP

# INDEX

# ACP

2 **PRESIDENT'S MESSAGE**

2 **CALENDAR OF EVENTS**

3 **WELCOME TO NEW MEMBERS**

4 **INFORMED, INTEGRATED AND INNOVATIVE POLICING**

6 **THERE IS NO MEGA-TRIAL WITHOUT A MEGA-INVESTIGATION: THE CACP AND THE AIR INDIA COMMISSION**

7 **503(3) ARRESTS: A FOLLOW-UP REPORT**

8 **SPECIAL OLYMPICS –NATIONAL WINTER GAMES 2008**

10 **POLICE SECTOR COUNCIL – THE RECRUITING CHALLENGE FOR POLICE IN CANADA**

## ON THE COVER...

CACP President Steven Chabot addressing the 2008 Privacy and Security Conference

Canadian Association of Chiefs of Police

Spring 2008



4

8

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# PRESIDENT'S MESSAGE



The CACP has had a remarkably full fall and winter. We hosted a number of conferences and meetings on a broad range of topics. To this point in 2008 we hosted the Private Sector Liaison Committee Conference, the 3rd International Virtual Global Taskforce Conference and the Canadian Voice Interoperability Workshop. All events were well attended and rated as very valuable by participants. We kicked off our 2008 Institute for International Studies program with 21 enthusiastic participants in February. They will be presenting the results of their efforts at our Annual Conference in Montreal in August.

We are looking forward to continuing to offer meaningful and relevant programming and services for our members. I encourage you to view our upcoming events at [www.cacp.ca](http://www.cacp.ca) and to register early for our National Conference .

Over the winter we expended considerable effort to rework the CACP website to be your "go to" site for news and current policing related events, for information about the issues our Committees are working on, and for resource and reference materials to support your ongoing efforts. By the summer the site will include CACP resolution updates, as well as briefs and media lines on current issues. Visit the new site and tell us what you think!

In January, the Board hosted the Presidents Council on Strategic Direction. As a group, we confirmed the need to continue work on the National Framework for Policing, and reinforced our objectives of building unity within our Association, building increased value to our membership and strengthening our Association's leadership and influence on community safety issues. Our strategies will continue to focus on building police capacity to prevent crime and social disorder, promote coalitions and partnerships, and on linking international issues with local realities.

We continue to work to incorporate your recommendations for changes to our Constitution. I look forward to presenting these changes for your consideration at our Annual Conference.

To all who have supported our efforts - thank you. Best wishes for a great spring and summer.

*Steven Chabot, Deputy Director General,  
Sûreté du Québec*

## CALENDAR OF EVENTS FOR 2007 - 2008

May 3, 2008  
CACP Executive Meeting  
Montreal, QC

May 4, 2008  
CACP Board of  
Directors Meeting  
Montreal, QC

May 4-6, 2008  
Canadian Professional Management  
Society Conference  
Montreal, QC

May 12-15, 2008  
Canadian Law Enforcement  
Cybercrime Conference  
Toronto ON

Jun 8 – 11, 2008  
Canadian Association of Police Educators  
(CAPE) Conference  
Moncton, NB

Aug 24 – 27, 2008  
CACP Annual Conference  
Montreal, QC

Sep 28 – Oct 01, 2008  
CACP Traffic Conference  
Ottawa, ON

Oct 19-22, 2008  
Symposium on Systemic Response to  
Intimidation of Criminal Justice Officials  
Quebec City, QC

CACP Mental Health Conference  
Dates to be determined  
Western Canada

Nov 8-12, 2008  
115th IACP Conference  
San Diego, CA

# WELCOME TO NEW MEMBERS

OCTOBER 2007 - FEBRUARY 2008:

**The CACP apologizes to D/Chief Constable Geoff Varley, Victoria Police Department, who should have been welcomed in the Fall Bulletin as a Life Member, not a new member as indicated.**

**The CACP welcomes the following new Active, Associate, and Associate Corporate Members, and congratulates those who have become Life Members of the Association.**

## ACTIVE MEMBERS

*Insp. Chef Jean Audette –  
Sûreté du Québec*

*Detective Insp. Jeffrey Bent –  
Saskatoon Police Service*

*A/Directeur Alain Cardinal –  
Service de police de la Ville de Montreal*

*Insp. Terrance Cheslock –  
Ottawa Police Service*

*A/Supt. Luc Delorme –  
RCMP*

*C/ Supt. François Deschênes –  
RCMP*

*Insp. Chef Mario Desrochers –  
Service de police de la Ville de Montréal*

*Insp. Chef Deramond Didier –  
Service de police de la Ville de Montréal*

*Dir. Gen. Donald Dixon –  
Criminal Intelligence Service Canada*

*D/Chief Robert Dowdall –  
Smith Falls Police Service*

*D/Chief Brent Eden –  
Guelph Police Service*

*Insp. Chef Luc Fillion –  
Sûreté du Québec*

*Insp. Norm Gaumont –  
RCMP*

*C/Supt. Robert Goodall –  
Ontario Provincial Police*

*Supt. Christopher Kellett –  
Edmonton Police Service*

*Insp. Bryan Larkin –  
Waterloo Regional Police Service*

*Supt. Mary MacLachlan –  
Ontario Provincial Police*

*Chief David MacNeil –  
Truro Police Service*

*C/Supt. Norman Mazerolle –  
RCMP*

*Chief Robert McCaskill –  
Winnipeg Police Service*

*Insp. George Miller –  
Ontario Provincial Police*

*Insp. Karen Noakes –  
York Regional Police*

*Insp. Chef Sylvain Proulx –  
Sûreté du Québec*

*Supt. Edward Toyé –  
Peel Regional Police*

*Insp. Chef Rejean Toutant –  
Service de police de la Ville de Montréal*

*D/Chief Brent Thomlison –  
Waterloo Regional Police Service*

## ASSOCIATE AND ASSOCIATE CORPORATE MEMBERS

*Mr. Sylvain Ayotte –  
Ministère de la sécurité publique*

*Mr. Jean Barrette –  
Transport Canada*

*Mr. Richard Dubin –  
Insurance Bureau of Canada*

*Mr. Michael K. Eisen –  
Microsoft Canada*

*Ms. Kelly A. Gorman –  
Public Prosecutions Service Canada*

*Mr. Ken Mitchell –  
Canadian Security Association*

*Ms. Debra Normoyle –  
Transport Canada*

*Mr. Randy Wilson –  
Cadillac Fairview*

## LIFE MEMBERS

*Mr. David A. Brown, OOM, CD, CSO –  
Commissionaires (Southern Alberta)*

*Chief Marshall Chalmers –  
Camrose Police Commission*

*D/Chief Pat Dolan –  
Smith Falls Police Service*

*Chief Larry Gravill –  
Waterloo Regional Police Service*

*Chief Douglas Jelly –  
Temiskaming Shores Police Service*

*Mr. Gene McLean –  
TELUS Communications Company*

*Mr. Michel Sarrazin –  
Banque Nationale du Canada*

# INFORMED, INTEGRATED, AND INNOVATIVE POLICING:

## THE NATIONAL CHILD EXPLOITATION COORDINATION CENTRE AND INTERNATIONAL INITIATIVES

*By Dr. Roberta Sinclair, Manager,  
Research and Development, National Child Exploitation Coordination Centre*



### National Child Exploitation Coordination Centre:

**The Centre's mandate is to reduce the vulnerability of children to Internet-facilitated sexual exploitation by identifying victimized children; investigating and assisting in the prosecution of sexual offenders; and strengthening the capacity of municipal, territorial, provincial, federal, and international police agencies through training, research, and investigative support.**

**Visit [www.ncecc.ca](http://www.ncecc.ca) for more information.**

The National Child Exploitation Coordination Centre (NCECC) was created in response to the growing and disturbing crime of Internet-facilitated child sexual exploitation. The Centre's mandate is to reduce the vulnerability of children to Internet-facilitated sexual exploitation by identifying victimized children; investigating and assisting in the prosecution of sexual offenders; and strengthening the capacity of municipal, territorial, provincial, federal, and international police agencies through training, research, and investigative support. Canadian police agencies have made significant progress in the investigation of Internet-facilitated child sexual exploitation over the past few years and have been integral in advancing collaborative international policing response as well. Through representation by the NCECC, Canada is a founding member of the Virtual Global Taskforce (VGT), an international police alliance committed to the safety and security of children and youth on the Internet. In fact, Canada recently hosted the 3rd International VGT conference in Vancouver, BC, in February 2008, the theme of which was "Protecting our Most Vital Resource, Our Children."

The underlying premise of this conference was that the sexual victimization of children and youth is not solely a police issue, but rather is a societal problem that requires an approach that integrates many groups - some that are already committing to ending sexual victimization and others that may not yet understand the vital role they can and must play in the overarching goal of increased safety on the Internet. This critical social issue is one that requires full commitment from us all. As such, the conference highlighted some of the many initiatives that have proven successful. Participants heard from international policing partners on the positive impacts of mandatory reporting and data retention and were particularly impressed by America Online's (AOL, an Electronic Service Provider) treatment of child pornography images as similar to an infrastructure threat (for example, a virus, worm) wherein images previously determined via known hash values to be child sexual abuse images are automatically routed to law enforcement through the National Centre for Missing and Exploited Children. These topics are of key relevance to Canada and important issues were raised throughout the conference that require further consideration as we move forward with similar initiatives.

The VGT collectively recognizes the crucial insight of another group as well - the children and youth themselves who are daily consumers of Internet life in so many different capacities. Acknowledging the importance of their voice and the necessity of engaging youth in crime prevention initiatives, an International Youth Advisory Congress on Online Safety and Security is being held in London, England from July 17 to July 21, 2008. The Congress will host over 200 Internet-savvy youth between the ages of 14 and 16 from Australia, the European Union, the United Kingdom, the United States and Canada.

Sgt. Debbie Miller with the Ottawa Police Service (OPS), whose secondment to the NCECC is an additional example of integrated policing, is the Project Manager for this event. The NCECC, OPS, and its partnering agencies will select the twenty students to attend and represent the voice of Canadian youth in this important event.

"Today's youth are part of a new Internet generation who grew up playing, communicating and learning in cyberspace," said RCMP Supt. Earla-Kim McColl, Officer in Charge of the National



[www.virtualglobaltaskforce.com](http://www.virtualglobaltaskforce.com)

Child Exploitation Coordination Centre (NCECC). "It's important to gain their insights and learn from their experiences in our efforts to protect them from people who may try to victimize them online."

The objectives of the Congress are to:

- *give young people an opportunity to learn how online and offline child-protection measures are created and implemented;*
- *engage young people who directly face online risks by enabling them to design solutions and interact with those people and organizations in positions to better protect them; and,*
- *provide young people from various cultures and backgrounds with a forum to communicate with each other.*

The International Youth Advisory Congress is just one example of several that highlight the need to work internationally on initiatives that empower and educate youth to be critical consumers of the Internet and to have a central role in advancing initiatives that increase safety on the Internet.

The Canadian Association of Chiefs of Police is currently reviewing a request to sponsor a youth for this event and encourages other agencies to consider financially assisting a youth to attend this valuable event. For further information on sponsoring a youth, please contact Sgt. Debbie Miller at [Debbie.Miller@rcmp-grc.gc.ca](mailto:Debbie.Miller@rcmp-grc.gc.ca)

National Child Exploitation Coordination Center Research and Development Section

For more information, please contact Dr. Roberta Sinclair, Manager, Research and Development, NCECC at [Roberta.Sinclair@rcmp-grc.gc.ca](mailto:Roberta.Sinclair@rcmp-grc.gc.ca)

## About the Virtual Global Taskforce:

Set up in 2004, the Virtual Global Taskforce is an international alliance of law enforcement agencies across Australia, Italy, the United Kingdom, the United States and Canada. The VGT represents a global policing voice and response to tackling online child sexual exploitation. Visit [www.virtualglobaltaskforce.com](http://www.virtualglobaltaskforce.com) for more information.

## About the Child Exploitation and Online Protection Centre:

The Child Exploitation and Online Protection (CEOP) Centre works across the UK and maximizes international links to deliver a holistic approach that combines police powers with the dedicated expertise of business sectors, government, specialist charities and other interested organizations - all focused on tackling child sexual abuse wherever and whenever it happens. Visit [www.ceop.gov.uk](http://www.ceop.gov.uk) for more information.

## About deal.org:

The deal.org Program was started in 1997. Affiliated with the Royal Canadian Mounted Police, deal.org is, above all else, an information and prevention tool for youth. By addressing a variety of subjects through our website, the program hopes to encourage Canadian youth to make healthy, informed decisions and to get involved in their communities.

The site consists of four distinct projects, – the Knowzone, the Toolbox, the Local Sites and the Webzine, all of which contain content and resources developed specifically for youth. Visit [www.deal.org](http://www.deal.org) for more information.



# “THERE IS NO MEGA-TRIAL WITHOUT A MEGA-INVESTIGATION”: The CACP and the Air India Commission

by Dan McKeown and Vincent Westwick

**O**n June 23, 1985, at approximately 3:14 a.m. (EST), an explosive was detonated inside Air India Flight 182 while en-route from Montreal to London. 329 people were killed over the Atlantic, 110 miles southwest of Cork, Ireland. An hour earlier, a related bombing occurred at Tokyo's Narita Airport, killing two baggage handlers.

Three criminal trials were conducted in relation to the bombings. In 1991, Inderjit Singh Reyat was convicted of manslaughter for the Tokyo bombing and sentenced to 10 years in prison. In 2003, Reyat pled guilty to one count of manslaughter and aiding in the construction of the bomb that brought down Flight 182. He was sentenced to a further 5 years. In 2005, Ripudaman Singh Malik and Ajaib Singh Bagri were acquitted on 331 charges of first degree murder in relation to the bombings. Charges against the alleged mastermind, Talwinder Singh Parmar, were dropped shortly after his arrest in 1985. He died in 1992 before any proceedings could be commenced against him.

The investigation and prosecutions related to the bombings have been subject to great controversy and public debate in Canada for many years. On May 1, 2006, the Government of Canada announced the creation of a Commission of Inquiry into the investigation of the bombing. Former Supreme Court Justice John Major was called upon to head the Commission and determine how and why the Canadian justice system failed the victims and families. Among other things, the Commission was mandated to make recommendations for the reform of criminal justice procedures in Canada.

The Law Amendments Committee of the CACP recognized that this Inquiry would be reviewing many of the same issues as had been on the LAC agenda for years, and therefore, saw the Commission as an important opportunity for the development of law and practice, and an opportunity for the policing community in Canada to make a meaningful contribution. The CACP Board of Directors supported the LAC recommendation for the CACP to seek standing before the Commission.

Vincent Westwick, the former Chair of the LAC, agreed to represent the CACP at the Inquiry. An application on behalf of the CACP for intervenor status was granted. Vince Westwick has been assisted by his colleagues from the Ottawa Police Service Legal Department, Associate Counsel Amanda Connolley and Articling Student Dan McKeown. This team monitored the hearings, met with counsel, arranged consultations between CACP Committee Chairs and Commission Counsel, advised the CACP throughout, and drafted the CACP's closing submissions to the Commission. The CACP's interest was the potential recommendations by the Commission and the effects that the recommendations may have on further criminal investigations.

The principle message that the CACP wished to advance to the Commission was that there is no mega-trial without a mega-investigation. The underlying theme is that in a mega-case, initiatives to address the complexity must be introduced at the investigative stage – it is simply too late to wait until charges are laid and prosecution commences.

Led by the Chairs of the LAC, the Organized Crime Committee, and the National Security Committee, consultations were conducted throughout the spring and summer of 2007 with Commission staff. These meetings culminated in a delegation of Air India lawyers consulting with CACP leaders at the CACP Annual Conference in Calgary in August. Later in November, the CACP exercised its right as an intervenor to give evidence before the Commission. The CACP's goal was to focus the Commission on the reality of policing and criminal justice today.

A panel was formed to give evidence before the Commission in November of 2007. With Ottawa Police Service lawyer Amanda Connolley acting as Counsel to the CACP, the CACP was represented by RCMP Assistant Commissioner Raf Souccar, Sureté du Québec Deputy Director General and CACP President, Steven Chabot, Toronto Chief of Police William Blair, and Montreal Assistant Director Pierre-Paul Pichette.

The panel spoke on many substantive areas of law enforcement, but the very make-up of the panel was an equally significant gesture. The panel represented law enforcement at all levels – federally, provincially, and municipally – and represented all regions of Canada. The explicit message was that criminal justice in Canada necessarily involves the cooperation and integration of police at every level across the country.

Cases like Air India demonstrate how crime and its investigation have evolved from local, incident-based investigations to multi-faceted, multi-agency, and multi-jurisdictional investigative projects. Organized crime, drug and terrorism investigations are increasingly national and international in scope, requiring an integrated and comprehensive law enforcement and intelligence response. This Inquiry afforded the CACP another opportunity to seek legislative and practice-based solutions to the challenges of mega-crimes.

The Air India bombing was the worst mass murder in Canadian history, and the resulting Inquiry was nothing short of a momentous and historical event certain to produce profound and far-reaching effects that will touch upon every facet of criminal justice in Canada. Members of the CACP should be proud that the voice of their Association was heard at the Inquiry.

Vincent Westwick is General Counsel to the Ottawa Police Service. Dan McKeown is an Articling Student with the Ottawa Police Service. To contact the authors, please email: [westwickv@ottawapolice.ca](mailto:westwickv@ottawapolice.ca); [mckeownd@ottawapolice.ca](mailto:mckeownd@ottawapolice.ca)

**Recommendations made by the CACP to the Air India Commission (full details and submissions available on the CACP website at [www.cacp.ca](http://www.cacp.ca))**

**Lawful access:**

Legislation is required to update Canada's laws on access to electronic communications. Police agencies currently rely on criminal legislation originally created in 1974. The capacity for police to intercept communications has not kept pace with technological changes.

**Case management at trial:**

Legislation is required to help manage mega-trials which are typically marked by pre-trial hearings and motions that take up inordinate amounts of time and place increased burdens on the judiciary.

**Disclosure:**

Mega-trials and mega-investigations produce extraordinary amounts of documentation, and current methods are inadequate to manage the process for disclosure. Legislation is required for the management of this process.

**Security:**

Witness protection was a priority for the Inquiry. Security concerns arise for all individuals involved with major cases. Reforms are necessary and range from renovating courtroom facilities themselves, to protecting those involved with mega-cases.

**Crown and police relations:**

The early involvement of the Crown is essential from the outset to ensure that an investigation results in a prosecutable case. Necessary reforms include the assignment of advisory Crowns and the creation of permanent working teams of Crown and police to avoid ad hoc teams.

**Establishment of an Institute for the Strategic Study of Criminal Justice Administration:**

The creation of an Institute at a Canadian university is required to study the cooperation and integration of all players involved in criminal justice administration, including academia, policing, the judiciary, and the Bar.

# 503(3) ARRESTS —

## A Tool for all Canadian Patrol Officers: **A FOLLOW-UP REPORT**

By Sgt. Ruben Sorge, Vancouver Police Department

On January 5th, 2008, two Vancouver Police officers arrested Mr. Adam Croft on outstanding Toronto warrants related to assault causing bodily harm, threatening bodily harm X 3, and 5 other associated charges and returned him to Ontario to face these charges. This arrest was the culmination of a significant amount of behind the scenes work, including many meetings with our Crown office, our Justice of the Peace representatives, and our corrections partners. Yet, by working together, we were able to establish a process that met the needs of all parties, and would be acceptable to the Courts.

The arrest went smoothly. Mr. Croft however, objected to the arrest and advised our officers that "you can't arrest me for that; those warrants are nonreturnable" to which Cst. Dan Petre replied "not any more they aren't"!

An arrest under Section 503(3), like any other arrest; requires the use of discretion in concert with good policy and procedure. It provides police officers with options to consider, and if appropriate, to arrest an offender wanted on out of province warrants. Vancouver PD guidelines for arrest on out of province warrants include the following criteria:

- Arrests will only be made for violent crimes or other crimes of a serious nature (e.g. extortion).
- An NCO is required to review and approve these arrests

Each police agency will need to develop a workable process and policy for their jurisdiction.

As of March 7th, 2008, Vancouver PD has arrested 10 persons on out of province warrants. Five offenders have been returned to the

jurisdictions in which their warrants originated; two have waived their charges to Vancouver to plead guilty; one had his charges stayed; and 2 others were released. In one case the issuing jurisdiction advised that they could not proceed because of a warrant deficiency.

While our police officers identified and arrested eight of these individuals, two turned themselves into custody at our public service counter.

### To do or not to do... that is the question!

503(3) arrests can be processed only after consultation with and a decision by the initiating agency. While we can arrest and hold the offender for 24 hours, we must determine the initiating agency's wishes in this matter. We have had great cooperation with other police and Crown agencies.

With regard to transportation, either the issuing jurisdiction sends their officers or sheriffs to take custody of the offender and return the offender to their jurisdiction or the arresting jurisdiction arranges transport and covers the costs of returning the offender at the direction of the issuing jurisdiction. The Vancouver Police Department has borne costs and related responsibilities of returning the offender in two of the five cases in which transportation was necessary.

While the transportation of offenders remains a challenge, the arrest process is straight forward. We are pleased to have arrested these individuals and thereby assisted in dispelling the assumption of Mr. Croft and others that they are free to carry on despite serious outstanding charges.

The question is no longer "can we arrest on Section 503(3)" but rather "how can we not".



# ***Special Olympics*** ***Canada Law Enforcement Torch Run*** ***2008 National Winter Games***

*By Clayton Charters, Special Olympics Canada*

Law Enforcement Torch Run participants gather on Parliament Hill.

The Canadian Association of Chiefs of Police and the Law Enforcement Torch Run have contributed significantly to the growth of Special Olympics across Canada. The Law Enforcement Torch Run raised over 3 million dollars for Special Olympics in 2007 and both the Canadian Association of Chiefs of Police and the Law Enforcement Torch Run have increased awareness for Special Olympics programs from coast to coast, notably through the Law Enforcement Torch Run Final Leg at Special Olympics National Games.

Leading into the 2008 National Games Winter Games in Quebec City (February 26 – March 1), the dedicated men and women of the Law Enforcement Torch Run Final Leg Team traveled with the Flame of Hope through Montreal, St. Lambert, St. Hyacinthe, Drummondville on board the CN Train of Hope into Quebec City. The Final Leg Team ran the Flame of Hope into the Opening Ceremonies on February 26 at the Historic Plains of Abraham to usher in the 2008 Special Olympics National Winter Games, the first National Games to be held in the province of Quebec.

The 43 officers of The Law Enforcement Torch Run Team, representing all 10 provinces, were accompanied by Special Olympics Quebec athlete Marc Leblanc into Opening Ceremonies. The Final Leg team did a complete lap around the assembled teams and spectators before handing the Flame of Hope to Special Olympics Quebec athlete Jena-Francois Leclerc, who lit the cauldron and opened the sixth Special Olympics National Winter Games.

Special Olympics Canada was honoured to have the involvement of the Canadian Association of Chiefs of Police at the National Winter Games. The President of the Canadian Association of Chiefs of Police, Deputy Director General Steven Chabot of the Surete du Quebec welcomed the athletes, coaches and mission staff to the National Games in a video address during the Opening Ceremonies. In addition, Deputy Director General Chabot also provided an inspiring welcome message in the official program book of the 2008 Special Olympics National Winter Games.

Special Olympics Canada would like to thank all of the 43 officers of the Law Enforcement Torch Run Final Leg Team and Deputy Director General Steven Chabot for their involvement at the 2008 Special Olympics National Winter Games in Quebec City. The dedication and support of the Law Enforcement officers around the country added so much to the National Games experience for the Special Olympics athletes assembled in Quebec City.

To recognize the host city for the subsequent National Games, the Special Olympics Flag is lowered and passed to the next host city at the closing ceremony of each National Games. At the conclusion of the 2008 National Winter Games, Special Olympics Quebec athlete Vickie Dupont passed the Special Olympics flag to the 2010 National Summer Games delegation, which included Special Olympics Ontario athletes Chris Innes and James Walker, 2010 National Summer Games Co-Chair Darwin Semotiuk and Chief Murray Faulkner of the London Police Service. The Law Enforcement community will play a significant role in the 2010 Special Olympics Summer



**Special Olympics**



Peter Cuthbert, CACP Executive Director, Deborah Bright, CEO, Special Olympics, Erin Brennan, CACP Project Coordinator, and former CACP President, Jack Ewatski at the Special Olympics Festival, Gala Dinner, December, 2007

Games in London, Ontario, and we are excited about this continued partnership.

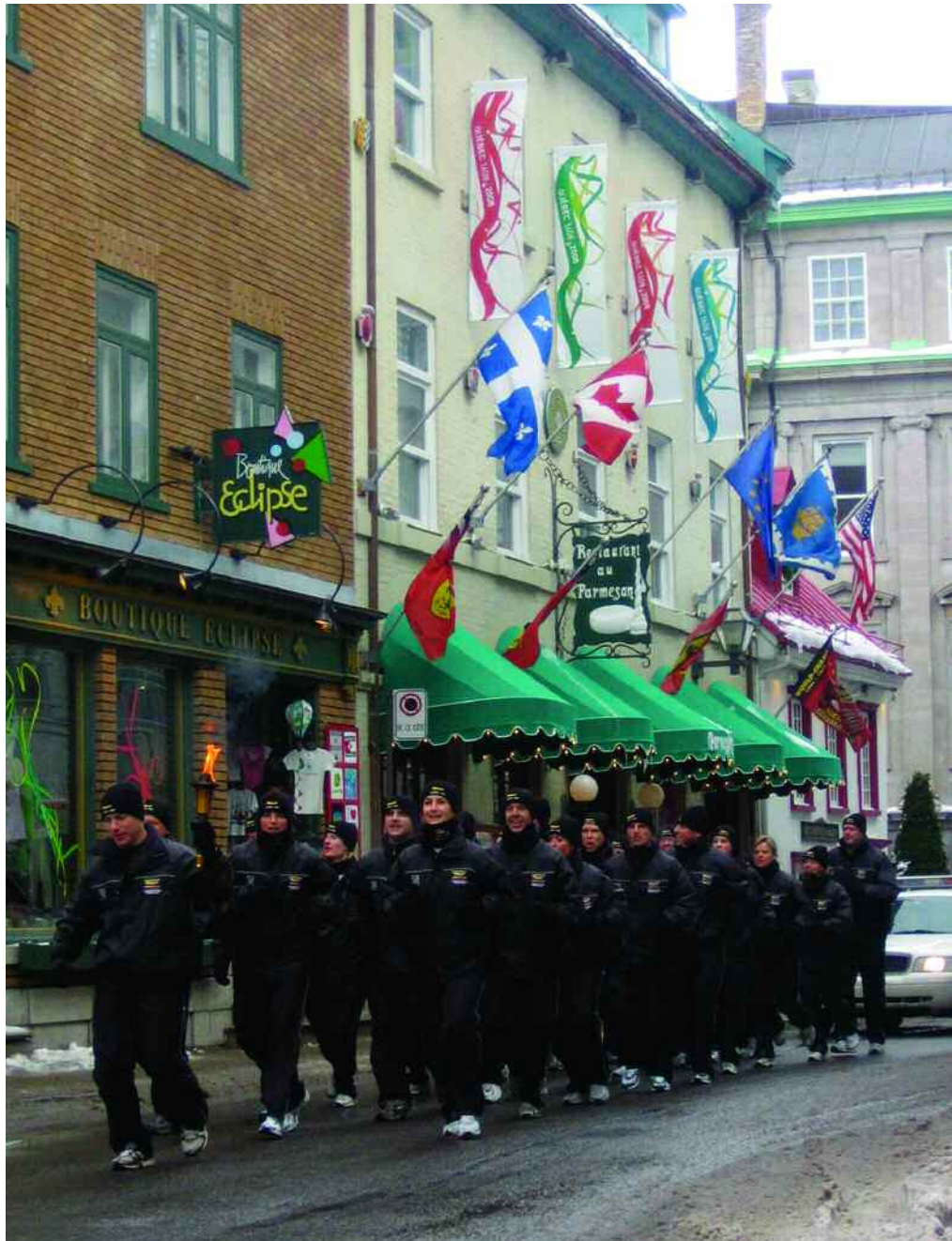
For more information about the Law Enforcement Torch Run Final Leg, to see more photos, and to read Deputy Director General Steven Chabot's welcome message please visit the Law Enforcement Torch Run link at [www.specialolympics.ca](http://www.specialolympics.ca).

Special Olympics have a wide range of events and activities planned for the coming months of 2008.

From April 25 to 27, Special Olympics Canada is hosting our National Conference in Toronto. This two day conference is an opportunity for all of Canada's Chapters to come together and discuss ideas and opportunities that affect the Special Olympics programs and endeavors across the country. This year's conference will include Law Enforcement Torch Run representatives from across the country.

On May 29th 721 Special Olympics athletes will travel from across the province to Durham Region. Over the next two days they will compete at the Special Olympics Ontario 2008 Provincial Spring Games. Durham Regional Police Deputy Chief Chuck Mercier is the games chair. Chief of Police Mike Ewles is one of the honorary ambassadors for the games. Special Olympics Ontario athletes will compete in 5 sports, 5 and 10 pin bowling, swimming, powerlifting and basketball, at venues in the Durham Region. For more information about the Special Olympics Ontario 2008 Provincial Spring Games please visit [www.specialolympics2008.ca](http://www.specialolympics2008.ca).

Special Olympics Canada thanks the Canadian Association of Chiefs of Police and the more than 10,000 officers across Canada who support the Law Enforcement Torch Run. Your continued efforts help the more than 31,000 athletes across the country with an intellectual disability enrich their lives through sport. Thank you.



The Law Enforcement Torch Run Final Leg participants in Quebec City.

# THE RECRUITING CHALLENGE FOR POLICING IN CANADA

By Geoff Gruson, Executive Director Canadian Police Sector Council

The Police Sector Council has been working with Ipsos-Reid in the past few years to better understand the youth (18-30 year old) cohort - their attitudes, behaviours and perspectives on policing. The following key data points highlight commonalities, differences and trends in the survey findings - through the youth cohort recruitment "lens."

The most telling part of the analysis compares a career in policing to 12 other careers fields. The comparative results indicate a continued downward trend in the number of youths interested in pursuing a career in policing. For example, when asked

- which field provides the most employment opportunities - 3% (2005); 2% (2007) said policing
- which field would you be most interested in as a career - 5% (2005); 4% (2007) said policing

If Canada's youth are disinterested in a policing career, then the sector could be in jeopardy.

The following details highlight three of the key survey themes that are of particular interest to the policing sector.

## 1. Career Interest – fields youth are most interested in pursuing (in 2005 policing was at 5% and ranked 6th) :

Education such as teachers and counselors	17%	(18% in 2005)
Health care such as doctors and nurses	14%	(17% in 2005)
Skilled trades - electricians and carpenters	14%	(18% in 2005)
Internet and high technology	13%	(13% in 2005)
Banks and other financial institutions	8%	(18% in 2005)
The federal government	8%	(6% in 2005)
Retail	6%	(4% in 2005)
The provincial government	4%	(3% in 2005)
Policing	4%	(5% in 2005)
Non-profit sector	4%	(2% in 2005)
NGO, working in poor countries	3%	(3% in 2005)
The military	2%	(4% in 2005)

Those who are most interested in pursuing a career in policing include: 8% of those aged 12-17, as compared to 3% of those aged 18-24, and 3% of the 25-30 age group; 7% respondents with less than a high school education, as compared to respondents with a university or post-secondary (3%) or a technical school or community college (3%) education expressed interest in policing.

There are notable differences for men and women - 4% of men and 3% of women in 2007, compared to 7% and 3% in 2005 expressed interest in policing.

## 2. Employment Opportunities – career fields considered to have the most employment opportunities (in 2005 policing was at 3% and ranked 7th above governments, non-profit sector and NGO in poor countries):

Skilled trades - electricians and carpenters	18%	(23% in 2005)
Internet and high technology	13%	(13% in 2005)
Health care such as doctors and nurses	12%	(15% in 2005)
Retail	12%	(11% in 2005)
Education such as teachers and counselors	12%	(14% in 2005)
Banks and other financial institutions	8%	(4% in 2005)
The federal government	6%	(3% in 2005)

The provincial government	4%	(3% in 2005)
Non-profit sector	3%	(1% in 2005)
The military	3%	(6% in 2005)
NGO, working in poor countries	2%	(2% in 2005)
Policing	2%	(3% in 2005)

Those who believe policing offers the most opportunity include 4% aged 12-17, as compared to 2% aged 25-30.

Again, responses for men and women differed - 2% of men and 2% of women in 2007, compared to 3% and 2% in 2005 considered policing to have the most opportunities.

**3. Employment factors** (a first time survey question) - "what are the primary factors you would consider when contemplating future employment prospects" - Work life balance was clearly identified as a key factor for youth in their career choices - almost half of respondents (44%) choosing it as either their first, second, or third most important factor. Interesting work was also a key consideration; 38 percent identified this as one of their top three factors.

Pay/compensation was identified as important by 37 percent, and job security by 32 percent of respondents.

Percentage indicating the first most important factor (second most important in brackets)

19% - work-life balance (14%) = 33%

18% - opportunities to do interesting work (11%) = 29%

12% - pay or other forms of monetary compensation such as bonus opportunities (13%) = 25%

11% - job security (11%) = 22%

10% - work related to your field of study (7%) = 17%

6% - a job that contributes to the betterment of society (6%) = 12%

5% - opportunities for advancement (8%) = 13%

3% - opportunities to work on your own (4%) = 7%

3% - opportunities for professional development/training (4%) = 7%

3% - an organization with a wide variety of career options (0%) = 3%

2% - a pension plan (4%) = 6%

2% - vacation time (4%) = 6%

2% - opportunities to work with others (3%) = 5%

2% - an organization with a good reputation (3%) = 5%

1% - employment I enjoy (0%) = 1%

1% - opportunities to travel (4%) = 5%

These results and trends over the past 3 years are cause for concern in recruitment policies and processes for attracting and selecting quality future police officer candidates. The police sector is already facing significant human resource challenges: a diminishing youth cohort, an aging work force, forecasted high attrition rates, increasingly complex and demanding work environments, enhanced and changing skill/knowledge requirements. A police service application comes with a rigorous and thorough screening/selection process - a large applicant pool is necessary to ensure the sustainability of the sector and the continued delivery of quality police services.

The police sector needs to continue to detail and understand the dynamics of our labour market segment and actively address its vulnerabilities to ensure the continued delivery of quality police services to the Canadian population.

The complete study is available at <http://www.policouncil.ca>.