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Canadian Association of Chiefs of Police



Human Resources Committee

Annual Report

2008

Canadian Association of Chiefs of Police Human Resources Committee 2008 Annual Report

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**Canadian Association of Chiefs of Police
Human Resources Committee 2008 Annual Report**

A WORD FROM THE CHAIR AND VICE CHAIR



**Rudy Gheysen
Director
Ontario Police College**



**Murray Stooke
Deputy Chief
Calgary Police Service**

Mr. Rudy Gheysen accepted the position as Chair in August 2006 and is completing his second year in that position. Deputy Chief Murray Stooke assumed the position of Vice Chair in August 2007 and remained in that position until his resignation from the committee in May 2008. The position of vice chair is presently vacant and will be filled at the August 2008 meeting.

During 2007-2008 the Committee, in partnership with its various sub-committees continued to address the numerous and complex issues affecting human resources management in policing across Canada. The committee continued its partnership with the Police Sector Council and its vigilant review of recruitment and retention and its impacts on the future of policing. The Committee struck a working committee to review the impacts and issues surrounding mental illness within police services.

During the past year the Committee heard presentations from various subject matter experts describing several areas specific to human resources management in policing. The topics included the National Forum for Law Enforcement Safety and Health, review of training provided by the Simon Wiesenthal Centre, Canadian Mental Health Commission, Police Sector Council projects, recruitment and retention initiatives, contract bargaining issues, police psychologists, DRE legislation, and Canadian Police Knowledge Network projects.

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Through 2007-2008 the HR Committee's general membership changed significantly with 12 members leaving the Committee due to retirements or reassignments and 9 new members joining. The HR Committee is currently comprised of 23 members from across the country with the following three (3) sub-committees reporting to it:

1. Professional Standards - 12 members
2. Police Mental Health - 11 members
3. Canadian Association of Police Educators - 20 members

In total the HR Committee and sub-committees comprise a total of 66 members.

The HR Committee continues to receive many inquiries and requests from a variety of disciplines. For example the Committee has established a formal liaison with the National Forum for Law Enforcement Safety and Health, as well as having been requested by the CACP executive to review a formal endorsement process for CPKN e-learning programs.

In closing the Human Resources Committee and its members can be proud of its many achievements. The Committee and its members provide a valuable service to CACP and the Canadian policing community.

As Chair and Vice Chair we wish to extend our appreciation to our committee members for their continued commitment. As well our appreciation goes to the chairs of the sub-committees and their members for all their efforts during the past year. Finally we would like to thank the CACP Executive and its administrative staff for their support and guidance.

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Mandate:

To encourage and facilitate the coordinated exchange of ideas, procedures and specific information for the professional leadership and management of all human resource components within police agencies. The ultimate goal of this committee is to lead progressive change in policing, which is the mission of the CACP.

Strategic Priorities/Objectives:

To continue to address the many current and complex issues affecting human resources management in policing

To address current and future challenges facing human resources professionals in the policing sectors

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**Canadian Association of Chiefs of Police
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Committee Role : Member

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Partners and Stakeholders

The Human Resources Committee may deal with, or has dealt with the following government agencies during the past year

Federal Agencies

- Canadian Centre for Occupational Health and Safety
- Canadian Human Rights Commission
- Canadian Police College
- Citizenship and Immigration Canada
- Correctional Services Canada
- Department of Justice Canada
- Department of National Defense
- Environment Canada
- Human Resources and Skills Development Canada
- Human Resources and Social Development
- National Crime Prevention Strategy
- Office of the Ethics Commissioner
- Police Sector Council
- Privacy Commissioner of Canada
- Public Health Agency of Canada
- Public Safety and Emergency Preparedness Canada
- Public Service Human Resources Management Agency of Canada
- Royal Canadian Mounted Police
- Statistics Canada

Provincial Agencies

- Ministry of Community Safety and Corecctional Services
- Provincial Human Rights Tribunals
- Provincial Labour Relations Boards
- Social Services
- Workplace Safety and Insurance Board (WSIB)

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LIST OF COMMITTEE PROJECTS

Committee Projects

1. Police / Mental Health Liaison Sub-committee and the Canadian National Committee for Police Mental Health Liaison
2. Professional Standards Sub-committee
3. CAPE sub-committee and annual conference
4. Police Sector Council liaison
5. The National Forum for Law Enforcement Safety and Health liaison

Round Table Discussions

Round table discussions provide each committee member with an opportunity to discuss ongoing projects within their services or organizations. These projects may have been previously addressed, or may have an impact on other policing organizations.

The discussion ensures that best practices and solutions to difficult HR issues are shared nation wide. Some of the discussions pertain to the following topics, many of which are common to the agencies represented by committee members.

- Recruitment and selection of new and lateral hires
- Recruitment incentives
- Collective agreements, negotiations with Associations and Unions
- Succession planning, training facilities and capacities required for future
- Provincial and Federal grant programs
- Training and e-learning
- Mandatory retirement
- Accommodation issues
- Performance Management
- Talent Management
- Police job competencies
- Funding and resource issues
- Human resource technology
- Mental wellness and member well being
- Generational issues
- 2010 Olympics

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POLICE SECTOR COUNCIL (PSC) PROGRESS REPORT

2007/2008 saw a tremendous amount of work accomplished by the Police Sector Council. The Hay Group report was tabled (it is available on the Police Sector Council website). Several practitioner/leader meetings in the area of the Police Human Resources issues were held. The HR practitioner's group met to review the Hay report and the challenges facing the policing sector and to discuss next projects.

The five top priorities of the HR practitioner's were:

1. Leveraging college police programs
2. Discussion around a social marketing campaign
3. E Learning/Blended Learning options
4. Skills development/enhancement training vs. mandatory training budgeting challenges
5. National Leadership Framework including mentorship/coaching programs

The HR practitioners recommended to continue to meet once a year to discuss these issues and any progress being made. Police Recruiter' representatives from the Police Sector Council membership also met to review the Hay Report and discussed the future recruitment concerns and challenges facing the sector. They agreed the top priority should be a National Marketing and/or Social Marketing Campaign.

The previous board of directors of the Police Sector Council was reformatted to the Strategic Leadership Advisory Group of the Police Sector Council. They will meet twice a year, with teleconferences in between, to discuss and give direction to the board in regard to projects, activities and business plan's for 2008/2009. In addition a Steering Committee was struck on the Competency Based Occupational Standards which had been one of the project recommendations from the board of directors. The Committee has been struck and they will be meeting to award the contract for the project work.

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**POLICE/MENTAL HEALTH LIAISON SUB-COMMITTEE
(CNCPMHL)**

The Police/Mental Health Liaison Sub-committee has continued to work on its major undertakings. These activities include the annual conference in Halifax, and the Listserv, an email-based mailing list to facilitate the exchange of information to a group that now boasts over 400 members.

Sub-committee members benefit from the vast expertise in mental health that exists across Canada. The Sub-committee's activities serve primarily as a means of disseminating information, and exchanging ideas and knowledge.

On November 18th to 20th 2007 the *Psychiatrists in Blue* conference took place in Halifax, Nova Scotia. Once again the conference was a resounding success.

The sub-committee has partnered with the Canadian Mental Health Commission and on October 9, 2008 will play a significant role in the 4th US/Canada Forum on Mental Health and Productivity, entitled "Mental Health in the Workplace of Heroes" The forum will produce a slate of guidelines and principles to help better understand various roles and responsibilities as employers and organizational leaders in this critical area. Partners in the forum include the CACP, Canadian Forces, Corrections Services Canada, Veterans Affairs Canada and the organizing bodies, Mental Health Commission of Canada and the Global Business and Economic Roundtable on Addiction and Mental Health. The forum is very high profile and includes as patrons Canadian and US Ambassadors. Chairman for the day will be Mr. Justice Edward Ormston of the Ontario Court of Justice.

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POLICE/MENTAL HEALTH LIAISON

SUB-COMMITTEE (CNCPMHL) MEMBERS

Chief Terry Coleman
Moose Jaw Police Service
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Dr. Dorothy Cotton
Psychologist, Correctional Service
Canada and Queen's University
Committee Role: Co-Chair

Superintendent Ken Cenzura
Toronto Police Service
Committee Role: Member/Membre

Superintendent Ward Clapham
Officer in Charge,
RCMP, Richmond (BC) Detachment
Committee Role: Member/Membre

Maureen Fedorus
Division Manager Psychosocial and
Spiritual Services Division for
Canadian Forces Health Care
Centre (Ottawa)
Committee Role: Member/Membre

Inspector Bruce Townley
Durham Regional Police Service
Committee Role: Member/Membre

Dr. Alexandra Heber
Psychiatrist, Canadian Forces Health
Care Centre (Ottawa)
Committee Role: Member/Membre

Devin Lynn
Program Coordinator,
Mental Health Access and Crisis
Response Services Vancouver
Island Health Authority
Committee Role: Member/Membre

The Honourable Justice Edward
Ormston
Toronto Mental Health Court
Committee Role: Member/Membre

Dr. Jeff Pfeifer
Professor of Psychology/Law,
Foundation of Saskatchewan Chair
in Police Studies, University of
Regina
Committee Role: Member/Membre

Ms. Louise Riopel
Coordinator, l'Urgence
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Faubourgs (Montréal)
Committee Role: Member/Membre

Canadian Association of Chiefs of Police Human Resources Committee 2008 Annual Report

PROFESSIONAL STANDARDS SUB-COMMITTEE

Mandate:

Encourage and facilitate the exchange of ideas regarding professional standards best practices, investigative strategies, trends and models within police agencies. To develop training and intervention systems that reduces the occurrences of police misconduct.

In 2007 the committee added representation from the Quebec by including a member from Service de police de la Ville de Montréal (SPVM). The committee had 3 face-to-face meetings at the CACP HR Conference in Victoria in April, the CACP Conference – Calgary in August and the Toronto Police Professional Standards Conference in October. Members communicated by sharing updates on more current activities via email and phone.

The committee produced an article which was printed in the CACP 2008 magazine on current trends in Professional Standards. A presentation was made at the Toronto Professional Standards Conference on emerging trends as a result of committee work. Inter service training videos were shared on impaired driving by service members.

One of the most beneficial aspects of the committee is the ability to share best practices and to be cognizant of emerging trends. Members who are new at working in this field benefit from colleagues who have a longer tenure in professional standards work.

Members of the committee spoke with Ethics Committee members, who had also discussed a similar award for police ethical behavior. While recognizing the importance of ethical and professional work it would appear that experience in other police services, who have adopted such an award, has not been favorable. The CACP PRS committee will not proceed with this initiative.

With most Canadian police services using some form of early intervention software an on-line user group was formed to share information on best use of the technology, assist new users and standardize thresholds for officer and unit alerts.

The committee will explore the issue of police officers being associated with organized crime.

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PROFESSIONAL STANDARDS SUB-COMMITTEE MEMBERS

Tony Corrie, Staff Superintendent -
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Committee Role – Chair

Brad Doucette, Inspector –
Edmonton Police Service
Committee Role - Vice Chair

Lt. Tim Grubb, Lieutenant-Colonel –
Military Police
Committee Role: Member

Alfredo Bangloy, Inspector – RCMP
Committee Role: Member

Mary Maclachlan,
Superintendent, - O.P.P.
Committee Role: Member

Bruce Ormiston, Inspector, -
Winnipeg Police Service
Committee Role: Member

Monty Sparrow, Inspector,
Calgary Police Service
Committee Role: Member

Jeff Bond, Inspector, - Peel Regional
Police Service
Committee Role: Member

Eric Petit, Inspector, - Vancouver
Police Service
Committee Role: Member

Lynda Bordeleau, - Counsel, - Perley-
Robertson, Hill & CMcDougall LLP
(Member) Committee Role: Member

Vince Westwick, - General Council, -
Ottawa Police Service (Member)
Committee Role: Member

Mario Desrochers, - Inspector, -
Montreal Police Service
Committee Role: Member

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CANADIAN ASSOCIATION OF POLICE EDUCATORS (C.A.P.E.)

In September 2007, CAPE, the Police Sector Council and Canadian Police Knowledge Network jointly held a conference in PEI. The meeting was a success and looked at issues such as duplication, e-learning, joint initiatives and future projects. The feedback from the policing community was very positive and a follow up conference will be held in September 2008.

In December 2007, the heads of dedicated recruit/cadet police training academies or their delegates, in conjunction with the Police Sector Council and Canadian Police Research Center, met in Quebec to compare commonalities and best practices amongst the academies. A template was completed by all documenting hours, topics, and best practices. A round table followed with an excellent exchange and an agreement was made to expand the academy templates to provide further analysis. Several best practices and commonalities were exchanged and a follow up session is being planned upon receiving the updated templates. It should be noted that this may be the first time all academy stakeholders have got together to have such a focused exchange in regards to best practices.

In June 2008, the CAPE conference was held in Moncton, New Brunswick. Approximately 120 delegates attended and there has been excellent feedback. The agenda included presentations from the US Federal Law Enforcement Training Center, a Canadian Police Academy panel, Police Sector Council, Canadian Police Knowledge Network, best national and international training practices, and numerous other sessions relating to police training.

Throughout the year there have also been many formal and informal visits and exchanges between the Canadian police trainers, academies, Solicitor General's offices and partners.

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**CANADIAN ASSOCIATION OF POLICE EDUCATORS (C.A.P.E.)
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Canadian Association of Chiefs of Police Human Resources Committee 2008 Annual Report

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