

Canadian Association of Chiefs of Police



**Human Resources & Learning
Committee**

Annual Report

2015-2016

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Human Resources & Learning Committee 2015-2016 Annual Report**

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A WORD FROM THE CHAIR AND VICE-CHAIR

As in recent years, 2015/16 saw membership movement on the Human Resources and Learning Committee (HRLC).

Committee changes since August 2015 include:

- Superintendent Dan Delaney (Ottawa Police), not yet replaced.
- Superintendent Geoff Skafffeld (Niagara Regional Police), not yet replaced.
- Lt. Col. Bernie Hudson (Canadian Forces Military Police), replacing Lt. Col. Klaus Schneider.
- Chief Constable Les Sylven (Central Saanich Police), new committee member
- Director Manon Landry (Montreal Police), not yet replaced.
- Chief Superintendent Harold O'Connell (Canadian Police College), not yet replaced

During the last year the committee continued to mainly focus on workplace wellness and the committee will be utilizing the new CACP website to share information in that regard. This focus came after hosting the highly successful *Conference on Mental Readiness: Strategies for Psychological Health & Safety in Police Organizations*. This conference took place in February 2015 in Mississauga, Ontario.

In January 2016 the Committee represented the CACP on a National Roundtable on Post Traumatic Stress Disorder (PTSD) that was hosted by Public Safety Canada and the University of Regina. This Roundtable culminated in a recommendation to form a Tri-Services Working Group to further discuss wellness for first responder occupations. The Committee will represent the CACP on this Working Group.

In May 2016 Committee Chair Steve Schnitzer and Committee Member Chief Jennifer Evans testified on behalf of the CACP at the Standing Committee on Public Safety and National Security regarding police officer wellness. This testimony was part of the discussion stemming from the PTSD Roundtable and it involved providing Public Safety Canada with the CACP's perspective on where we need to improve in relation to having a resilient and healthy workforce.

Several committee members continue to have strong linkages to police training and academic institutions and also attend Canadian Association of Police Educators (CAPE) and Canadian Police Knowledge Network (CPKN) meetings and events. These links to external partners provide the committee with exposure and timely information on police training and education initiatives.

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As a result of these training linkages the Committee agreed to recommend that the CACP discuss a Resolution at the 2016 AGM in Ottawa asking for Public Safety Canada to dedicate funding so that Police Sector Council Competencies can be reviewed and evergreened for on-going use. The CACP Law Amendments Committee subsequently approved the draft Resolution and it will be tabled at the 2016 AGM.

As a result of attrition, the work of the committee will always have challenges and 2015/16 was no exception. The committee wishes to recognize departing members Dan Delaney, Geoff Skafffeld, Klaus Schneider, Manon Landry and Harold O'Connell. The committee also welcomes our new members to the team.

The Human Resources and Learning Committee is currently comprised of 21 members and three alternates, with good regional representation.

As Chair and Vice Chair we wish to extend our appreciation to our committee members for their continued commitment, dedication and efforts over the past year. Finally we would like to thank the CACP Executive and its administrative staff for their ongoing support and guidance. We look forward to continuing to assist the greater police community through the identification of contemporary HR and Training initiatives, engagement with key stakeholders, and the timely provision of relevant information and strategies.

Steve Schnitzer
JIBC – Police Academy
Chair

Mark Chatterbok
Saskatoon Police Service
Vice-Chair

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Mandate

The HRLC acts as an advisor to the CACP on practices, issues and trends in strategic human resource management, training and education that affects policing in Canada. In order to meet this mandate, the CACP HRLC will:

- 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;
- work with and assist other CACP committees by facilitating research, identifying best practices and sharing information related to HR matters;
- create and develop the highest standards of proficiency in policing through the fostering and encouragement of police training, education and research;
- make recommendations for program development and course content at Canadian police academies/training and education institutions;
- research and provide recommendations on contemporary HR related strategic priorities; and,
- form liaisons and key partnerships with such other organizations as may be beneficial in achieving the objectives of the CACP.

Key Areas/Priorities

- i. Enhance partnerships to progress the agenda of the CACP in the areas of Human Resources and Learning (training and professional development) by both being proactive and also addressing any issues identified by the CACP Board;
- ii. Partner with such organizations as the CPKN and CAPE to ensure that the CACP needs are being met while optimizing the use of resources with minimal overlap;
- iii. Pursue enhanced cooperation among Canadian Police Colleges and Academies through the newly formed sub-committee;
- iv. Enhance mental health well-being in the police workplace;
- v. Other potential issues/initiatives include, but are not limited to issues surrounding the economics of policing and the sustainability of the current model of policing.

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Committee Membership at August 2016

Steve	Schnitzer	Director Justice Institute of BC – Police Academy	British Columbia (Chair)
Mark	Chatterbok	Deputy Chief Saskatoon Police Service	Saskatchewan (Vice Chair)
Steve	Rai	Superintendent Vancouver Police Department	British Columbia
Bob	Ritchie	Superintendent Calgary Police Service	Alberta
Terry	Coleman	Management Leadership Consultant	Alberta
Louis <i>Louise</i>	Plourde <i>LaFrance</i>	Chief Superintendent RCMP - General Learning & Development <i>Assistant Commissioner RCMP – Depot (Alternate)</i>	Saskatchewan
Penny	Smiley	Administrative Commander Waterloo Regional Police	Ontario
Dorothy	Cotton	Dr. – Psychologist	Ontario
Sandy	Thomas	Chief Superintendent Ontario Provincial Police	Ontario
Jeanette	May	Director Toronto Police Service	Ontario
Bruce	Herridge	Director Ontario Police College	Ontario

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Stan	Maclellan	Strategic Administrative Officer Durham Regional Police	Ontario
Bernie	Hudson	Lieutenant-Colonel Canadian Forces Military Police	Ontario
		Director General Canadian Police College	Ontario
Jennifer Randy	Evans Patrick	Deputy Chief Peel Regional Police Service <i>Staff Superintendent Peel Regional Police Service (Alternate)</i>	Ontario
Pierre	St. Antoine	Director – Communication & Institutional Affairs Ecole Nationale de Police du Quebec	Quebec
Chelsea	Byers	Director – General Services Quebec City Police	Quebec
Nathalie	Barbeau	Capitaine Surete du Quebec	Quebec
Alain	Tousignant	Director General Correctional Services Canada	Quebec
Edgar	Macleod	Executive Director Atlantic Police Academy	Prince Edward Island
Brenda	Young	Superintendent Halifax Regional Police	Nova Scotia

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Partners and Stakeholders

The Human Resources and Learning Committee has collaborated with the following government agencies:

Federal Agencies/Associations

- Canadian Association of Police Governance
- Canadian Police Association
- Canadian Police College
- Correctional Services Canada
- CTIG
- Department of National Defense
- Federation of Canadian Municipalities
- Human Resources and Skills Development Canada
- Mental Health Commission
- Police Sector Council
- Public Safety Canada
- Royal Canadian Mounted Police

Provincial Agencies

- Coroner's Offices
- Community Safety and Correctional Services
- Provincial Chiefs of Police Associations
- Provincial Police
- Provincial Police Academies

LIST OF COMMITTEE PROJECTS/ACTIVITIES

Committee Projects during the 2015-2016 period

1. Participation in the CPKN Stanhope Conference – September 2015.
2. Participation in the Canadian Association of Police Educators (CAPE) Conference – May 2016.
3. Chair participation in BCACP/CACP Police Leadership Conference Planning Committee – (Conference to be held April 2017 – Vancouver, BC).

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4. Chair participation in the State and Provincial Police Academy Directors Section (SPPADS) Board of Directors.
5. Identification of Mental Health and Wellness in the policing workplace as a priority issue for the CACP with carriage by HRL committee.

Committee Priorities for 2015-16:

The Committee made wellness a priority for 2015/16 and will be reviewing its future priorities in the coming months.

Round Table Discussions

Round table discussions provide Committee members the opportunity to discuss and share issues of interest or concern within their organizations or as generally falling with the committee scope of practice. Among the topics discussed were:

- Recruitment and selection
- HR research requirements
- Succession management
- Learning and development
- Succession planning
- Demographics and generational issues and implications
- Accommodation issues
- Performance management
- Police job competencies
- Technology and HR management
- Mental health and workplace wellness / PTSD
- Skills perishability - research
- Future models of Policing
- Economics of policing and sustainability
- E-learning models
- Health and Wellness metrics

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CACP Human Resources and Learning Committee Terms of Reference

Description

A Committee of the CACP comprised of human resources, training and education leaders in the broader policing community. The ultimate goal of this Committee is to lead progressive change in policing, in accordance with the mission of the CACP.

Mandate

The CACP HRLC acts as an advisor to the CACP on practices, issues and trends in strategic human resource management, training and education that affects policing in Canada. In order to meet this mandate, the CACP HRLC will:

- 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;
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- make recommendations for program development and course content at Canadian police academies/training and education institutions;
- research and provide recommendations on contemporary HR related strategic priorities; and,
- form liaisons and key partnerships with such other organizations as may be beneficial in achieving the objectives of the CACP.

Membership

Membership on the HRLC is guided by the requirements for subject matter expertise and geographical representation.

The Chairperson and Vice Chairperson will review the composition of the Committee annually to ensure the above.

The CACP-HRLC Committee will designate members to represent this committee when required.

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Sub Committees

The CACP HRLC may establish subcommittees to assist the CACP HRLC with respect to specific trends, issues, activities or research.

A subcommittee's mandate shall be established by the CACP HRLC;

A subcommittee's priorities and work plans shall be approved by the CACP HRLC.

Each subcommittee shall:

- be bound by the constitution, policies, procedures and guidelines of the CACP;
- be represented on the CACP HRLC; and,
- report on its activities in support of its mandate in an annual report, or sooner if necessary, to the Chairperson of the CACP HRLC.

Finances

The Secretary Treasurer of the CACP is custodian of, responsible for and has charge of all funds and securities of the CACP, including those attributable to a committee.

Meetings

Normally the CACP HRLC will meet three times annually, either in-person or through electronic means.

A member of the CACP HRLC who fails to attend and participate, in person or by electronic means, for two consecutive meetings without the prior approval of the Chairperson or Vice Chairperson may be subject to a recommendation to the Board of the CACP for termination of CACP HRLC membership.

Normally, substitutions are not permitted. Requests for exceptions to this should be directed to the CACP HRLC Chairperson or Vice Chairperson.

The CACP HRLC may from time to time identify key partners to be invited to participate in Committee meetings or activities.