

# CACP Professional Standards Committee

2015/2016 ANNUAL REPORT

July 29, 2016

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## **Mandate:**

The CACP Professional Standards Committee (PSC) is focused on addressing the needs of the Canadian law enforcement community in identifying the best practices in professional standards investigations.

The Committee's guiding principles are:

- To maintain public trust in police services, so as to ensure the support and participation of the community for effective policing;
- To promote innovative professional standards strategies as a meaningful way to assist the chiefs of police when faced with the challenge of leading an evolving police organization;
- To encourage and facilitate the exchange of ideas regarding professional standards best practices, investigative strategies, trends and models within police organizations; and,
- To assist with the development of training and intervention systems that reduce the occurrences of police misconduct.

## **Membership:**

The PSC is comprised of police representatives from municipal, regional and provincial police services, including the military and RCMP. There are presently 15 active committee members drawn from police agencies in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick and Nova Scotia. There was significant turnover in the current year due to portfolio changes of the membership. New members representing Calgary, Toronto, Edmonton, Vancouver, Peel, Saanich and the RCMP have been realized in the latter part of the year.

Chief Inspector Costa Labos from the SPVM (Montreal) stepped down as one of the co-chairs after a 5 year stint and was replaced by Superintendent Darren Leggatt from the Calgary Police, who subsequently stepped down due to re-assignment in February. Superintendent Donald MacLean remains as the current chair.

**Meetings:**

- The PSC held two face-to-face meetings in 2015-16:
  - Montreal, on May 14 2015.
  - Toronto, on October 29-30 2015.
- A scheduled meeting in April 2016 unfortunately had to be cancelled due to unforeseen circumstances with the remaining Chair. A Fall 2016 meeting is currently being arranged for Ottawa.

**Accomplishments for 2015/2016:**

The PSC had two main initiatives planned for the past year, namely:

- Continue to explore inventory prevention programs and strategies designed to reduce misconduct, to be shared among member agencies; and
- Contribute to the 2016 CACP Executive Global Studies Program.

1. Prevention (Sub-committee)

**Mandate:** The PSC Prevention Sub-committee was formed to explore initiatives to reduce the risk of police misconduct in developing communication and preventive measures through education and awareness; and, to forge partnerships and share examples of leading practices across Canada. (Prevention files and videos)

**Activities:** Flowing from the work of previous years, the CACP Professional Standards Committee had in-depth discussions pertaining to the global implications of police misconduct, or perception thereof, and the availability of research in this area. Consequently, the committee submitted a potential theme question for the 2016 Executive Global Studies cohort as follows:

*One of the most significant challenges facing law enforcement today in Canada is building and maintaining confidence, trust and safety in partnership with our community. The policing community has experienced recent events on both a national and international scale which have resonated throughout our country, often fueled by social and traditional media. As a result, the reputational challenges and inherent risk to the future of policing are real. Previous Executive Global Studies cohorts have been challenged with such topics as cyber-crime, mental health response and emergency preparedness. Rightfully, these are serious external pressures which have, and continue to face law enforcement. The absolute necessity to maintain public trust and confidence may represent an even greater internal responsibility. Public support of the police is vital*

*to successful public safety outcomes, as fundamentally, we police by consent and not decree.*

*The 2016 CACP Executive Global Studies Program is challenged to research and recommend best practices that are forward thinking pertaining to developing and increasing Policing Professionalism throughout the career of all members. Beyond the various statutory mechanisms available to respond to the criticisms and commentary relating to reduced trust by the community, consideration should be given to such areas as accountability, community trust, integrity, selection, recruitment and training initiatives with the ultimate goal of strengthening public confidence by exceeding public expectation.*

The Committee was extremely pleased to see a significant component of this submission was included in the final Global Studies theme question: What Happens There Matters Here...But How? The Impacts of Globalization on Canadian Policing

On February 23<sup>rd</sup>, 2016 Superintendent Don MacLean and Superintendent John MacDonald, RCMP, upon invitation by Program Manager, Norm Taylor, participated in a virtual session with the class cohort to assist in informing the development of their research.

### **Planned Activities for 2016/2017:**

The PSC identified two activities to pursue over the next year, as follows:

#### Training (Sub-committee)

**Mandate:** The PSC Training Sub-committee was formed to explore and identify the best training that is being done across Canada in relation to investigators, adjudicators / presiding officers and presenting officers.

**Activities:** The Training Sub-Committee undertook an exhaustive search to identify suitable training programs that are in place to provide consistent training for PSS investigators. There was no one-stop course identified that would meet the needs of our investigators.

The Canadian Police College (CPC) will consider hosting a national course, but the CACP would have to drive such a program, and be prepared to provide resources, develop content, and wait up to two years for delivery of such a program. Given the fact that PSS investigators tend to stay in their roles for an average of 2 years, this did not seem like a feasible approach to take.

As such, the direction towards instituting another conference in this area will be part of this year's consideration.

As well, it will be necessary to fill the co-chair position at first opportunity for consistency purposes.

### Training Strategies

The Training Sub-Committee will continue discussions with the CPC on the potential for an investigators program. Additional research will be conducted regarding available training for adjudicators, and the development of a resource page that can direct agencies to suitable programs.

### Prevention (Sub-committee)

In keeping with the mandate, the Prevention Sub-Committee will continue their work looking at the both the genesis and mitigation of complaints against police. The research undertaken by the Executive Global Studies Team will hopefully serve as a valuable resource in this area.

**List of members:** Attached

#### **Chair PSC**

Donald MacLean  
Superintendent  
Halifax Regional Police

#### **Co-chair**

Vacant