

# CACP Professional Standards Committee

2011 / 2012 ANNUAL REPORT

August 2012

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## **Mandate:**

- The PSC is focused on addressing the needs of the Canadian law enforcement community, in identifying the best practices in professional standards.
- 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 in Canada.
- CACP PSC promotes 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.
- It encourages and facilitates the exchange of ideas regarding professional standards best practices, investigative strategies, trends and models within police organizations.
- It helps to develop training and intervention systems that reduce the occurrences of police misconduct.

## **Membership:**

The PSC consists of nationwide representation by municipal, RCMP, regional and provincial police services and public safety agencies with a total of 19 members.

## **Meetings in 2011:**

- The PSC held five meetings:
- In Person - Ottawa, April 6-7 2011 and Toronto, 27-28 October, 2011.
- Teleconference (3) March 02, June 06, Sept 26

## **Meetings to date in 2012:**

- The PSC held six meetings to date:
- In Person, Halifax April 16-19 2012, (Second meeting planned for Calgary October 30/31).
- Teleconference (Sub-committees and full committee) (3) Jan 20, Jan 31, Mar 30, Apr 06, June 26

**Strategic priorities:**

1. McNeil Decision (Sub-committee)

**Mandate:** The PSC was asked to develop a CACP position in regard to the SCC McNeil decision.

- A study was conducted consisting of a survey with questions which examined national trends, best practices and experiences in relation to McNeil with the intent of understanding the impact of the McNeil decision and to provide information to assist CACP members in decisions about policy and practices.
- The study was completed in 2012 with participation of 43% of CACP agencies. The final report was submitted to the CACP Executive prior to the CACP AGM, and will be discussed by the Executive in November 2012.

2. Prevention (Sub-committee)

**Mandate:** The PSC Prevention Sub-committee was formed 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)

- A report was prepared by Edmonton Police Service regarding trends of behaviours resulting in complaints.
- The intent is to establish a list of prevention programs/strategies and to share those with the CACP membership.
- Committee members will gather more information about trends and programs / strategies and have identified the need for an analyst to assist with this process.
- Target of 2013 for a report that can be shared with the CACP membership.

3. Training (Sub-committee)

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

- A three-phase approach is being taken
  - Phase 1: Identify available programs, both nationally, and within each province
    - identify any consistency nationally while recognizing each province has different legislation

- identify programs that target federal agencies (RCMP, military police, CBSA) and determine what they provide
- Phase2: Create a matrix outlining these training opportunities / standards
  - review the matrix and propose a minimum standard as a guideline / recommendation
- Phase 3: Working with other CACP committee's (human resource and Learning) and agencies to make the training available.
  - such as CPKN to identify opportunities for development of training
  - review / identify potential job descriptions to identify competencies for investigators/hearing officers as this links with identifying training needs
  - This is a longer term project that will go well into 2013.

**List of members:**

1. Jim Anderson – Winnipeg Police Service
2. Alfredo Bangloy – RCMP
3. Jean-Michel Blais – RCMP / 2012 Changing to John Jurician RCMP
4. Francis Bolduc – Military Police
5. Greg Brunett – Winnipeg Police Service
6. Bob Downie – Saanich Police Service
7. Dan Dube – Vancouver Police Department
8. Lance Dudar – Regina Police Service
9. Ed Keeley – Ottawa Police Service
10. Costa Labos – Montreal Police Service
11. Catherine Light – Calgary Police Service
12. Donald MacLean – Halifax Regional Police
13. Christopher McCord – Peel Regional Police
14. Greg Preston – Edmonton Police Service
15. Peter Shadgett – Ontario Provincial Police / 2012 Changing person to be determined.
16. Jeff Sim – Vancouver Police Department / 2012 Changing to Daryl Weibe – Vancouver Police Department
17. Mario Smith – Sûreté Du Québec
18. Richard Stubbings – Toronto Police Service
19. Sean Sullivan - RCMP

**Co-chairs PSC**

Costa Labos  
Commander  
Montreal Police Department

Bob Downie  
D/Chief  
Saanich Police Service

