

# CACP Professional Standards Committee

2012 / 2013 ANNUAL REPORT

August 2013

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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, regional, provincial and national police with a total of 17 members. There has been considerable turnover within the committee. With the departure of Insp. Catherine Light from Calgary, the PSC lacks representation from a female perspective. The committee is also seeking aboriginal representation along with additional eastern Canada representation from a municipal police agency.

## **Meetings in 2012:**

- The PSC held two face-to-face meetings:
- Halifax, April 16-19 and Calgary, 30-31 October.
- Teleconference calls were held in between meetings including calls for sub-committees

## **Meetings to date in 2013:**

- The Committee met in Montreal on April 3-4 2013
- The Training and Prevention sub-committees each met via teleconference or email on specific issues.

**Strategic priorities:**

1. McNeil Decision (Sub-committee)

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

- As noted in the previous Annual Report, the McNeil Study is complete. Individual provincial associations are encouraged to continue the conversation. This has been done in BC where it was learned that some or the front-line commanders were unaware of the report. The PSC will work to ensure the report is shared more widely, however, this will come off the CACP PSC mandate as of this report.

2. 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)

- 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.
- A Target of 2013 is set for a report that can be shared with the CACP membership.

3. 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.

- 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
  - Phase 2: 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 committees (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 2014, although the inventory of available training is anticipated to be ready for the end of 2013.

**Actions:** The Committee met with and had a presentation from CPKN with respect to collaboration on the development and delivery of Professional Standards related training at a national level.

The Training sub-committee has appointed Supt. John MacDonald (RCMP) as the new chair.

The Training sub-committee has conducted a survey of available training across Canada and is in the process of completing an inventory of these courses for distribution.

The Prevention sub-committee has appointed Supt. Daryl Wiebe (Vancouver) as the new chair.

The Prevention sub-committee has analyzed conduct issues from police agencies across the country. It was determined that there is no one singular common trend/problem surfacing across the nation. All agencies have had singular notable incidents, but they are infrequent and generally different. There is no apparent trend, and the different types of complaints ebb and flow within each jurisdiction.

The analysis also revealed that each agency will eventually get a problem surfacing that has likely been addressed elsewhere. These problems include issues relating to excessive force, off-duty conduct (impaired driving and domestic violence), lawful authority to arrest, steroid use, etc.

The Prevention sub-committee aims to catalogue many of the different and unique prevention strategies that have occurred across the country, and provide a resource for all CACP agencies from which they can draw ideas, identify contacts, and share what has worked well

A CACP PSC co-chair met with the CACP HR Committee in April of 2013 to share mandates, update on issues, and to look for opportunities for collaboration.

A co-chair will meet with the CACP Ethics Committee in Winnipeg to share mandates, update on issues, and to look for opportunities for collaboration.

**List of members:** Attached

**Co-chairs PSC**

Costa Labos  
Commander  
Montreal Police Department

Bob Downie  
D/Chief  
Saanich Police Service