



BY-LAW NO. 423-2024

**A BY-LAW RESPECTING
THE SKILLS DEVELOPMENT AND LEARNING PLAN**

1. PREAMBLE

- 1.1 WHEREAS subsection 37 (1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA")* provides that a Board shall provide adequate and effective policing in the in the area for which it has policing responsibility as required by Section 10 of the CSPA.
- 1.2 AND WHEREAS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;
- 1.3 AND WHEREAS O. Reg. 392/23: Adequate and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;
- 1.4 AND WHEREAS Part AI-002 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Chief relative to a skills development and learning plan.

NOW THEREFORE THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD ENACTS AS FOLLOWS:

2 DEFINITIONS

- 2.1 "*Act*" or "*CSPA*" means *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, and amendments thereto;
- 2.2 "*Board*" means the Regional Municipality of Niagara Police Service Board;
- 2.3 "*Chief*" means the Chief of the Niagara Regional Police Service;
- 2.4 "*Manual*" means the Policing Standards Manual published by the Ministry of the Solicitor General;
- 2.5 "*Member*" means a member of the Niagara Regional Police Service;
- 2.6 "*Service*" means the Niagara Regional Police Service.

3 BOARD POLICY

3.1 The Board recognizes that proper training and skills are of the utmost importance, and it is therefore the policy of this Board that appropriate skills development and learning be mandated in accordance with the procedures established by the Chief as directed by this By-law.

4 DIRECTION TO THE CHIEF

4.1 The Chief shall develop and maintain a Skills Development and Learning Plan that is consistent with Appendix A.

4.2 The Chief shall ensure that the Skills Development and Learning Plan ensures the development and maintenance of knowledge, skills and abilities of Members consistent with Appendix A.

4.3 The Chief shall ensure that the Skills Development and Learning Plan is reviewed on an annual basis and amended as required.

5 REPORTS TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30th of each year in respect of the Skills Development and Learning Plan. The report will contain:

- a. a summary of the Skills Development and Learning Plan; and
- b. the status of Service compliance with the said Plan.

6 IMPLEMENTATION

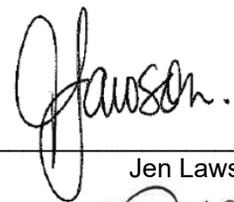
6.1 By-law No. 250-2000, as amended, and all other By-laws, and sections of By-laws inconsistent with the provisions of this By-law are hereby repealed effective March 31, 2024.

6.2 This By-law shall come into force on April 1, 2024.

6.3 The Chief shall implement this By-law, where applicable, through general order.

ENACTED AND PASSED this 28th day of February, 2024.

THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD



Jen Lawson, Chair



Deb Reid, Executive Director

Attachment (1)

Legislative/Regulatory Requirements

Section 33 of the Adequacy Standards Regulation requires a police service to have a skills development and learning plan that addresses:

- the plan's objectives;
- the implementation of a program to coach or mentor new officers; and
- the development and maintenance of the knowledge, skills and abilities of members of the police service, including:
 - the police service's criminal investigators;
 - members of the police service who provide investigative supports functions, if any;
 - members of a public order unit, if any; and
 - members of the police service who provide emergency response services.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to skills development and learning that the Chief of Police will:

- a) prepare, (identify timeframe - at least once every three years), a skills development and learning plan that:
 - i) provides an overview of the police service's existing and anticipated future needs in relation to skills development and learning;
 - ii) identifies the police service's skills development and learning objectives;
 - iii) promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
 - iv) supports coaching or mentoring of new officers;
 - v) ensures the development and maintenance of the knowledge, skills and abilities of members of the police service consistent with the Adequacy Standards Regulation;
 - vi) emphasizes the importance of organizational learning; and
 - vii) addresses the responsibility of members for career development and skills development and learning.

Police Service Guidelines

- Plan*
1. Every Chief of Police will prepare, (identify time frame - at least once every three years), a skills development and learning plan that should:
 - a) provide an overview of the police service's existing and anticipated future needs in relation to skills development and learning;
 - b) set out the police service's skills development and learning objectives, including potential partnerships with other service providers;
 - c) address cost-effective and innovative delivery of skills development and learning;
 - d) ensure that members are kept informed of changes in the law, emerging issues and trends;
 - e) address the development and maintenance of the knowledge, skills and abilities of members of the police service, including:
 - i) criminal investigators;
 - ii) members providing investigative supports;
 - iii) members providing public order unit services;
 - iv) members providing emergency response services; and
 - v) communications operators/dispatchers and their supervisors;
 - f) address the training and sharing of information with officers, communications operators/dispatchers and supervisors on local protocols, conflict resolution and use of force related to persons who are emotionally disturbed, have a mental illness or developmental disability;
 - g) require a program to coach or mentor new officers, including a selection process and training for coach officers; and
 - h) address the responsibility of members for career development and skills development and learning.