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CACP Professional Standards Committee

2013 / 2014 ANNUAL REPORT

August 1, 2014

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 and practices.

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, and the RCMP. There are 17 active committee members drawn from police agencies in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick and Nova Scotia.

While the PSC experienced significant turnover in past years, membership remained somewhat static through 2013. Chief Constable Bob Downie from the Saanich Police Department stepped down as one of the co-chairs, but remains on the committee as an active member. Superintendent Daryl Wiebe from the Vancouver Police Department has replaced him as a co-chair, working with Inspector Costa Labos from the SPVM (Montreal).

The committee continues to actively seek representation from the aboriginal community, desiring the involvement of a delegate from a Tribal police service.

Meetings:

- The PSC held two face-to-face meetings in 2013:
 - Montreal, on April 3-4; and,
 - Victoria, on October 10-11.
- To date in 2014, the PSC met face-to-face in Regina on April 9-11.
- Face-to-face meetings continue to prove valuable to all involved, and provide a forum to discuss pressing issues, recent court decisions, and trends that a resurfacing across the country. In April, key discussion points included:
 - Proper note-taking, and discipline that may flow from improper note-taking
 - Differences in member indemnification
 - SCC Decision in Wood v. Schaeffer regarding access to Counsel for involved members
 - Trending problems from across the country, including:
 - Off-duty conduct associated to domestic violence
 - The use of medically prescribed marijuana in the workplace
 - Inappropriate personal relationships with sources
- A Fall 2014 meeting is scheduled for October 7-9, in Quebec City.
- Teleconference meetings were held throughout the year, as required by the co-chairs, or within the different sub-committees.

Accomplishments for 2013/2014:

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

- Increased awareness and distribution of the study into the McNeil decision;
- Inventory prevention programs and strategies designed to reduce misconduct, to be shared among member agencies; and
- Inventory specialized training opportunities for investigators, administrators and discipline authorities that focus on the unique aspects of professional standards investigations.

Much work was accomplished on each of these, as follows:

1. McNeil Decision

Mandate: The PSC was originally asked to develop a CACP position on disclosure and process, following the SCC McNeil decision. A study was completed, and the results were shared across the broader CACP community, and to Provincial Chiefs of Police Associations.

Activities: The McNeil decision came down from the SCC in 2009 and the PSC began work on the outcomes shortly thereafter. The committee work concluded in early 2013 and business processes are now in place in most member agencies to address the disclosure of discipline records to the courts. While there is some variation in processes from province to province, the general principles of the decision are being followed consistently and no critical issues have surfaced. This task is completed, and no further work is being done on it.

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)

Activities: The Prevention Sub-Committee undertook a survey of police agencies to identify best practices in prevention programs from across the Country. The intent was to identify what programs are being done (e.g. Calgary's "Stay in the Game"), inventory them, and provide a single point of referral to other agencies, via the new CACP web site.

Supt. Daryl Wiebe (Vancouver Police Department) oversaw the distribution of the survey, and information was collected by the VPD Professional Standards Section, and tabulated into a spreadsheet of different programs. That information is being catalogued into informative one-page overviews, to be made available to police agencies across the country. These overviews will also provide contact information from the originating agency, where further detail can be sought if the strategy is viewed as useful to another agency.

Inspector Darren Leggatt, Calgary Police Service, is the new chair of the Prevention Sub-Committee, as Superintendent Daryl Wiebe has assumed a co-chair role on the PSC.

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.

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. While some police colleges offer one-week introductory courses on professional standards investigations, they tended to be locally focused, and of little value. Not one course was identified anywhere in the country that would meet the needs of our investigators, or be considered a recommended course for such specialized training.

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.

The general sense of the sub-committee is that the CACP should look to provide training/education through the delivery of a regular conference that focusses on Professional Standards content. The PSC could control and direct the content, based on what is current and relevant across the country, and the larger event is better suited to educating experienced investigators that need to know more of the nuances associated to professional standards work.

Objectives for 2014/2015:

The PSC identified three objectives for the coming year, as follows:

1. Prevention Strategies

The Prevention Sub-Committee will finalize the strategy summaries that have been developed from the survey, and will make them available to all Canadian police agencies on the new and soon-to-be-released CACP web site.

2. 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.

3. CACP PSS Conference - 2015

A sub-committee has been struck to work with the CACP Executive Director, and CACP Staff, to deliver a Professional Standards Conference. This is tentatively set for the spring of 2015, in Montreal. The sub-committee will oversee program content, and involve the CACP Ethics Committee with joint content.

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CACP Professional Standards Committee

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