



# NIAGARA REGIONAL POLICE SERVICE

## Police Service Board Report

PUBLIC AGENDA

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**Subject:** Annual Report – Skills Development and Learning Plan  
January 1 to December 31, 2023

**Report To:** Chair and Members, Niagara Police Service Board

**Report Date:** 2024-07-03

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### Recommendation(s)

**That the Niagara Police Service Board (Board) receives this report for information.**

### Key Facts

- The purpose of this report is to advise the Board that the Service is in compliance with Board By-Law 423-2024, a By-Law respecting the Skills Development and Learning Plan (AI-002).
- The Chief is required to ensure that the Skills Development and Learning Plan ensures the development and maintenance of knowledge, skills and abilities of members consistent with the Skills Development and Learning Adequacy Standard prescribed by the Policing Standards Manual (2000) – continued during transition to the Community Safety and Policing Act, under Ontario Regulation 392/23: Adequate and Effective Policing (General) – and is reviewed on an annual basis and amended as required.
- This report sets out a summary of the plan as called for in the reporting requirements of the By-Law.

### Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

### Analysis

The By-Law details specific requirements that are to be reported on by the Chief as follows:

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

The following is a detailed response to the above requirements:

*a. a summary of the Skills Development and Learning Plan*

The objective of the Skills Development and Learning Plan is to ensure the highest quality service to the residents and visitors of the Niagara Region by identifying, developing, and effectively utilizing the knowledge, skills and abilities of our members. The plan focuses on staff development in a planned, coordinated, and continuous manner to optimize efficiency and promote safety, professional confidence, and effective operations. Through the plan, the Service acknowledges the responsibilities it shares with members, supervisors and senior leaders for the development and maintenance of knowledge, skills and abilities to ensure the provision of adequate and effective policing.

Public Order Unit

The Niagara Regional Police Service (NRPS) received approval for a Public Order Unit (POU) consisting of:

- 1 Inspector (POU Commander)
- 2 Staff Sergeants
- 5 Sergeants
- 26 Constables

The training of all POU members was completed in 2023, with the assistance of the Hamilton Police Service. All members have been provided with equipment and the unit has deployed throughout 2023, as needed.

A "Public Order Unit" General Order is scheduled for implementation in 2024.

Police Service's Criminal Investigation

Through the Career Development Officer in consultation with District and Unit Commanders, each criminal investigative position within the Service has knowledge, skills and abilities (KSA) identified. Officers are required to present an acceptable level of KSA's in order to apply for a criminal investigative position. Those selected and assigned to criminal investigative positions will continue to enhance their development. In consultation with the District and Unit Commanders, the Superintendent of Executive Services and the Training Unit will determine the assignment of the skill development courses for criminal investigators that are held at both the Ontario Police College and the Canadian Police College.

NRPS Criminal Investigative Units:

- District Detective Offices
- Sexual Assault Unit
- Domestic Violence Unit
- Internet Child Exploitation Unit
- Technological Crimes Unit
- Cyber Crime Unit
- Homicide Unit
- Child Abuse Unit
- Special Investigative Services
- Centralized Fraud
- Offender Management Unit
- Forensic Services Unit

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The NRPS provided several opportunities for members of investigative units to attend the Ontario Police College and/or the Canadian Police College to become qualified, re-qualified and to further develop their skills through various courses. Below are examples of courses routinely attended by members of the Service:

- Sexual Assault Investigation
- Search Warrant
- Investigating Offences Against Children
- IACP: Leadership in Police Organizations
- Investigative Interviewing Techniques
- Criminal Investigator Training
- Coaching Police Professionals
- Digital Technologies for Investigators (DTIC)
- Death Investigation
- Homicide Investigations
- Human Trafficking Investigation
- Drug Investigation
- Ontario Major Case Management
- Managing Investigations Using Powercase

The NRPS Training Unit provides the main source of all skills and knowledge development, through competent instructors who are certified by the Ontario Police College. In 2023, the Training Unit offered several courses pertaining to a variety of subjects. Most of these courses were directed towards the members of the NRPS, but on occasions where space permitted, classes were supplemented by members from outside police agencies. The following are courses either instructed or facilitated by the Training Unit:

- Crown Brief Training
- Coach Officer Course
- Special Constable Use of Force In Service Training
- Shotgun Qualification & Requalification
- Search Warrant Course
- Criminal Investigators Training
- Domestic Violence Investigators Course
- Use of Force Trainer
- C8 Qualification & Requalification
- NRPS Supervisor Course
- Police Bicycle Qualification
- PEACE Model Interviewing
- Working Mind for First Responders
- Use of Force & Firearms
- CEW Qualification & Requalification
- CEW Master Trainer
- Facilitating and Assessing Police Learning

### Investigative Support Functions

Those areas designated by adequacy as providing an investigative support function include scenes of crime analysis, forensic identification, canine tracking, technical collision investigation and reconstruction, breath analysis, physical surveillance, electronic interception, video and photographic surveillance, polygraph, and behavioral science.

Those members who are assigned to investigative support functions must possess the required knowledge, skills, and abilities in order to enter into any of these specialty positions. Once assigned, these investigators continue to develop their skills through successful completion at accredited training. In many cases, designations, basic qualifications, and regular requalification is required and provided. Depending on the field of specialty, such training may be provided in-house through the Training Unit, individual support unit, CISO, the Ontario Police College and/or the Canadian Police College.

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- Applied Forensic Videography
  - Advanced Friction Ridge Analysis
  - Basic Bloodstain Pattern Recognition
  - Forensic Identification Officer
  - Forensic Collection and Recovery of Human Remains
  - Forensic Shooting Scene Examination
  - Using the Internet as an Intelligence Tool (INTINT)
  - Standardized Field Sobriety Testing (SFST)
  - Technical Collision Investigation Level III
  - Scenes of Crime officer (SOCO)

### Emergency Response

Regulation 392/23: Adequate and Effective Policing (General), defines those units that may provide an emergency response function as Tactical Unit; Hostage Rescue Team; Incident Commanders; Crisis Negotiators; and Explosives Disposal. The Emergency Service Unit provides emergency response daily for the Service. Members that are assigned to emergency services must possess the knowledge, skills and abilities as prescribed by the adequacy standards. They are also provided with a high level of training both internally and externally to meet with current requirements according to international, national and provincial standards. Ministry accredited training is conducted in-house to develop new members of the Emergency Task Unit to the accepted standards for Hostage Rescue. General Order 089.08 – Emergency Task Unit, details the procedures and training for the Service in incidents involving emergency situations.

Training required for Incident Command and Negotiators is facilitated through the Ontario Police College, and Explosives Disposal training is provided through the Canadian Police College. Officers who are engaged in such activities are required to maintain their qualifications through continuous training both internal and external and through practical work in the field. In keeping with the new training standards in Ontario for Incident Command, the Service has multiple members with responsibility for tactical and strategic command of major incidents on Incident Command (IC) 200 and IC 300 courses, facilitated through the Ontario Police College.

### NRPS Incident Command and Negotiators

- Critical Incident Commanders
- Crisis Negotiators
- Critical Incident Scribe
- Crisis Negotiators - Refresher

The NRPS also provides an opportunity for members to develop professionally through the achievement of higher level of formal education, in accordance with General Order – 011.12: Tuition Assistance Program. Throughout 2023 courses were taken by 16 sworn members and 14 civilian members. These courses were for the completion of university degrees and college diplomas in a variety of police and business-related topics.

The NRPS is committed to the continuous development of our sworn and civilian members. As such the Career Development Officer and Training Unit continue to refine and update the Skills Development and Learning Plan to provide a framework for short-

and long-term career planning for members to ensure proper development and training at each stage of their career.

*b. the status of Service compliance with the said Plan*

The NRPS is in compliance with Board By-Law 423-2024, a By-Law Respecting the Skills Development and Learning Plan, as well as Ontario Regulation 392/23: Adequate and Effective Policing (General).

### **Alternatives Reviewed**

Not applicable.

### **Relationship to Police Service/Board Strategic Priorities**

The Skills Development and Learning Plan directly supports objective 3.4 from the 2022 - 2025 Board's Strategic Plan related to enhance employee training and development.

### **Relevant Policy Considerations**

- Board By-Law No. 423-2024 – Skills Development and Learning Plan (AI-002)
- Ontario Regulation 392/23: Adequate and Effective Policing (General)
- Ontario Regulation 87/23: Training
- General Order 053 – Use of Force
- General Order 030 – Training and Career Development
- General Order 089 – Emergency Task Unit
- General Order 011 – Tuition Assistance Program

### **Other Pertinent Reports**

8.14 - 2023.07.27 – Annual Report – Skills Development and Learning – January 1 to December 31, 2022.

*This report was prepared by Paul Koscinski, Inspector, Professional Development, and reviewed by Sandy Staniforth, Superintendent, Executive Services. Recommended by Luigi Greco, Deputy Chief, Support Services.*

  
T. WASELOVICH

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### **Submitted by:**

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### **Appendices**

Not applicable.