

Budget 2020

The board confirmed the continued implementation of the agreed upon 5-year strategy to move from an organization that has historically relied upon external sources of revenue to a predominantly dues funded model. A number of issues were considered including but not limited to the following:

- The requirement to build funding capacity for a fully funded President
- Wind up of Covington Capital and cessation of revenues generated from this labour sponsored venture capital fund by end of 2020
- Approximately 50% of operating revenues are generated from external sources
- Uncertainty surrounding timing of RCMP membership

Research Projects

Victimization Survey – establish baseline and frequency police personnel exposed to violence in performance of their duties

Equipt App – establish marketing and promotional campaign

Oversight – update existing research to better quantify costs associated to oversight investigations including legal representation, investigative time, and other related activities. Utilize “case studies” to illustrate

Response Times – review existing literature to identify “best practice” and provide to Provincial member associations with a view to establishing “standard” to assist with staffing and resources

Street Checks – establish national position with respect to street checks

Other

- Leadership (appropriate competencies and metrics)
- Terrorism (impact on local policing)

Legislative Priorities

Potential 2020 Legislative Conference priorities (to be finalized) discussed:

- CRA amendments to ensure police personnel on paternity or maternity leave but required to attend court can be compensated without impact to employment insurance benefits
- Parole reform
 - o Create an offence and record keeping mechanism for high risk and chronic offenders who breach parole conditions
- Minimum Sentencing

- Introduce judicial discretion when police personnel subject to minimum mandatory sentencing when found guilty of offences arising from good faith lawful execution of duties and minimum sentence provisions apply by virtue of conditions of employment as a police officer
- Investigate the feasibility of creating priorities focusing on
 - Inequity between funding for municipal, provincial and federal police
 - Subpoena exception for police personnel diagnosed with PTSD or OSI related to duties
 - CRA advance ruling for certain employment related expenses
 - Possibility of creating a criminal code offence where the actions of an accused or convicted offender are found to be causal in a death by suicide

Reference Materials (for information only)

2019 IACP Officer Safety and Wellness Symposium

WELCOME

Dear Colleagues:

On behalf of the IACP's Governing Body, I want to welcome you to the first ever Officer Safety and Wellness Symposium.

The agenda for the Officer Safety and Wellness Symposium was developed to provide you with a rich and rewarding experience. In addition to an outstanding schedule of training opportunities, you'll be able to foster and enhance relationships across jurisdictional and professional boundaries.

In this first year, the list of workshops encompasses a comprehensive approach to officer safety and wellness presented by an unprecedented list of subject experts. These workshops address best practices, present research findings, discuss emerging issues, and offer solutions. In addition to the workshops, there will be meditation and yoga sessions to enable participants to immerse themselves in the wellness mindset.

Through your attendance at this symposium, your membership, and your dedication to advancing the law enforcement profession, you help make IACP's vision of improving officer safety and wellness a reality. Thank you for all you do on behalf of your communities, your agencies, and the IACP.

My best wishes for a productive and enjoyable event.

Stay Safe,



Paul M. Cell
President
International Association of Chiefs of Police

Canadian Institute for Public Safety Research and Treatment

- Who are they?



RESEARCH THAT HAS IMPACT

CIPSRT | **ICRTSP**
Canadian Institute for Public Safety Research and Treatment | Institut canadien de recherche et de traitement en matière de sécurité publique

Improving the lifetime wellness of Canadian public safety personnel, their leadership, and their families through collaborative research, knowledge exchange, and strategic partnership

Who we are

The Canadian Institute of Public Safety Research and Treatment (CIPSRT) is located at the University of Regina. As part of the National Research Consortium, working in collaboration under the Government of Canada's *Action Plan on Post-Traumatic Stress Injuries (PTSI)*, Supporting Canada's *Public Safety Personnel (PSP)*, CIPSRT serves as the Knowledge Exchange Hub for knowledge synthesis, translation, and exchange. CIPSRT relies upon the best contemporary research evidence supporting an overall mission to help current and former public safety personnel, their leaders, and their families to maintain and improve their mental health and well-being.

How we help

CIPSRT supports PSP and their families by:

- Strengthening our collective understanding of PTSI through research and data collection
- Supporting mental health resilience through evidence-based research
- Providing training and other initiatives that emphasize prevention and identification of PTSI
- Early intervention and stigma reduction
- Identifying ways in which public safety organizations can better monitor and manage the mental health of public safety personnel
- Piloting innovative and scientifically tested treatment solutions

Online Anonymous Self-Assessment Tools



An easy way for an individual to assess whether they are experiencing symptoms of a mental health condition that may warrant additional attention is to complete a brief anonymous screening measure.

ONLINE ANONYMOUS SELF-ASSESSMENT TOOLS



University
of Regina

CIPSRT
Canadian Institute for Public Safety
Research and Treatment



ICRTSP
Institut canadien de recherche et
de traitement en sécurité publique

CIPSRT@cipsrt-icrtsp.ca



<https://www.facebook.com/CIPSRT>



@CIPSRT_ICRTSP



Public Safety Personnel (PSP) can receive immediate feedback based on a series of brief online anonymous screening questionnaires. Responses are compared to previously published responses from the general population or other PSP. The results can inform individuals about their symptoms, helping them to decide whether or not to have a conversation with a health practitioner.

The complete online anonymous self-assessment tools can be found on the CIPSRT Website at: <https://www.cipsrt-icrtsp.ca>

R2MR

Improving the lifetime wellness
of Canadian public safety personnel,
their leadership, and their families
through collaborative research,
knowledge exchange,
and strategic partnerships.



R2MR

THE ROAD TO MENTAL READINESS



University
of Regina

CIPSRT
Canadian Institute for Public Safety
Research and Treatment



ICRTSP
Institut canadien de recherche et
de traitement en sécurité publique

Canadian Institute for Public Safety Research and Treatment (CIPSRT) is a research institute based at the University of Regina.

CIPSRT advocates the use of research-based training solutions that meet the current and future needs of PSP, their leadership, and families.

CIPSRT is working to increase the level of R2MR training across Canada. **Check out our events page for current and future training opportunities here:**



www.cipsrt-icrtsp.ca



<https://www.facebook.com/CIPSRT>



training.cipsrt@uregina.ca
With training requests and
questions



[@CIPSRT_ICRTSP](https://twitter.com/CIPSRT_ICRTSP)

Funding Provided by Public Safety Canada

PSPnet – Internet Delivered Cognitive Behaviour Therapy (ICBT) Saskatchewan and Quebec Pilot



IMPROVING THE WELLBEING OF FIRST RESPONDERS & OTHER PUBLIC SAFETY PERSONNEL THROUGH ACCESSIBLE ONLINE CONFIDENTIAL EVIDENCE-BASED TREATMENT

Canadian Institute of Public Safety Research and Treatment (CIPSRT) is excited to announce the development of the Public Safety Personnel Internet-delivered Cognitive Behaviour Therapy (PSPNET) team

What is PSPNET ?

PSPNET is a team of clinicians and researchers based at the University of Regina who are developing, delivering, and evaluating internet-delivered cognitive behaviour therapy (ICBT) for Public Safety Personnel (PSP). The team is tailoring an ICBT program initially developed in Australia and then researched by Dr. Heather Hadjistavropoulos, Executive Director of the Online Therapy Unit at the University of Regina. Research will be conducted to evaluate the effectiveness of ICBT for PSP.

Who We Serve

FIRST RESPONDERS and PSP who ensure the safety and security of Canadians such as tri-services (police – including the Royal Canadian Mounted Police, career and volunteer firefighters and paramedics), correctional employees, border services personnel, operational and intelligence personnel, search and rescue personnel, Indigenous emergency managers, and public-safety communications officials.

How to Access PSPNET

PSPNET will start accepting clients in Saskatchewan in late 2019. The next phase of the program will offer services in Quebec in 2020.

How We Help

- ONLINE MODULES SUPPLEMENTED AS NEEDED WITH THERAPIST SUPPORT through a combination of secure e-mails or phone calls
- Addresses anxiety, depression, and post-traumatic stress
- Assists clients with UNDERSTANDING AND COPING with patterns of THOUGHTS, BEHAVIOURS, and FEELINGS that cause distress or lead to difficulties in everyday functioning
- PSPNET is EASILY ACCESSIBLE for clients who report barriers to care (i.e., geographic, logistical, limited resources, stigma barriers)
- PSPNET team follows strict ethical and legal guidelines to protect client CONFIDENTIALITY

Eligibility for First Responders and PSP

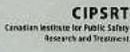
- Are 18 years of age or older
- Have access to a computer with internet
- Are experiencing symptoms of anxiety, depression, or post-traumatic stress injuries
- Are not seeking emergency services
- Are willing to periodically answer questionnaires to evaluate the effectiveness of the PSP Wellbeing Course

ACCESSIBLE ONLINE TREATMENT

This study has been approved by the University of Regina Research Ethics Board.

www.pspnet.ca

Funding provided by Public Safety Canada



Evaluation Tool for Wellness Products

CIPSRT will soon be releasing a Leadership Brief titled: *Evaluating Wellness Products and Service Intended for Public Safety Personnel*. This document was originally created by the Canadian Association of Chiefs of Police (CACP) who gave CIPSRT permission to adapt their work for our use. We hope you will find the document helpful.

The pending release will be the first in a series of documents designed to help PSP and their leaders in efforts to support PSP well-being. We will also be working increasingly user-friendly tools that we hope will help PSP leadership implement the suggestions of the current document.

To view an English version, press [HERE](#)
To view a French version, press [ICI](#)

Detailed links are found below if you have any issues with the hyperlinks.



Kate Schultz
Community Engagement & Event Coordinator

3 Research Dr. Room 361
University of Regina, Regina S4, S4T 0P2
Phone: 306 337-8618
kate@cpsrt.ca

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Giuseppe Carabetta_Labor Disputes Police Services

Regulating Labor Disputes in the Police Services: Legal and Practical Perspectives from Ontario and British Columbia, Canada

Giuseppe Carabetta*

Ontario and British Columbia, Canada, have not seen a police strike in living memory. The reason for this is the mandatory interest arbitration model adopted in the two provinces, which sees disputes that cannot be resolved by mutual bargaining referred to a panel of arbitrators who assess submissions in light of statutory criteria. Police officers, and the unions who represent them, have utilized this model to increase pay and improve working conditions often, employers say, without regard to "ability to pay." This paper assesses that claim against the results the model produces and how insiders understand the system as operating. Its conclusion is that interest arbitration has produced good results, especially for police and emergency workers and the community they serve, but the means of getting there have soured relations and may need reform to remain sustainable into the future.

1 INTRODUCTION

Mandatory interest arbitration has become the chosen method of resolving police collective bargaining disputes in the United States, Australia, New Zealand, Europe, and elsewhere. This is because police officers, as essential service providers, cannot engage in strikes in support of bargaining claims in the same way as regular employees. An alternative dispute resolution measure is needed both to safeguard their industrial interests, and to protect the community from the flow on harms of long-running disputes.¹ This paper examines the use of mandatory interest arbitration for police officers in Canada. Canada provides valuable insights for an analysis of dispute resolution options for police and essential services such as fire workers. Along with the United States, the regulation of collective bargaining disputes in the essential and emergency services has been a significant policy issue since the 1960s, when collective bargaining was first introduced for public sector workers, often via specialized statutes.² Canada has a detailed history, institutional framework and case law on these models, with considerable academic and policy discussion.³ In addition, although interest arbitration remains

* Senior Lecturer, The University of Sydney, Australia.

¹ Broadly speaking, this represents the International Labour Organisation's position *vis-a-vis* essential services and public employees; see Bernard Gernigon, Alberto Odero & Horocio Guido, *ILO Principles Concerning the Right to Strike*, 137(4) *Int'l. Lab. Rev.* 441 (1998).

² See Bernard Adell, Michael Grant & Allen Ponak, *Strikes in Essential Services* (IRC Press 2001). See also, Carol Fox, *Collective Bargaining and Essential Services: The Australian Case*, 40(2) *J. Indus. Rel.* 277 (1998).

³ See, particularly, Adell et al., *supra* n. 2; Bernard Adell, *Regulating Strikes in Essential (and Other) Services after the 'New Trilogy'*, *Can. Lab. & Empl. L. J.* 17, 413 (2013); Pavel Peykov, *Labour Issues in the Provision of Essential Services* (Public Policy Paper Series No 18, Sask. Inst. Pub. Policy, Sept. 2003) (available at http://www.uregina.ca/sipp/documents/pdf/PPP18_Labour%20Issues.pdf). See further, Fox, *supra* n. 1, and the additional sources cited therein. For recent policy debates on the regulation of strikes in essential services, see: Alberta Jobs, Skills and Training, *Essential Services Discussion Guide*, (2015) Alberta Ministry of Labour (available at <http://textlab.io/doc/1970266/essential-services-discussion-guide--alberta-jobs--skill>).

National Police and Peace Officer Memorial

Correspondence from Survivors Group

Statement from the Families of the Fallen Concerning Suicides and Honour Roll

The following families of officers killed in the line of duty are formally asking the Canadian Police and Peace Officers' Memorial not to add any names of officers who died by suicide to the Honour Roll tablets. We are opposed to changing the current set of criteria and adding names of the officers who died by suicide to the Honour Roll at the Memorial. Adding names of officers who took their own life will diminish the ultimate sacrifices made by those officers who died in the line of duty and while protecting communities from harm. It will also send a message that taking your own life is honourable and an act of heroism. As a society, we must try to prevent suicides and support those struggling with mental illness and /or Post Traumatic Stress Disorder (PTSD).

We have seen an increase in media reporting about police suicides. We understand there have been a number of formal applications submitted by families of some police officers who died by suicide requesting the addition of their loved one's name to the Honour Roll at the Parliament Hill. Some families have addressed the media outlets advocating for a change to the criteria governing the memorial to allow for suicides to be honoured.

The Importance of the Honour Roll to the Families of Officers Killed In the Line of Duty

Police and Peace officers are our protectors, they are held to exceptionally high standards and are idolized as heroes. A policing career is viewed as highly desirable, and respected by many. It often runs deep within families and is followed by generations even after there is a line of duty death or suicide within the family.

The Canadian Police and Peace Officers' Memorial is a sacred place for the families of the fallen. It was created to honour those who paid the ultimate sacrifice while at work serving and protecting others. It is a bitter sweet validation of the sacrifice made by officers who fulfilled the highest calling until their last breath. The Memorial allows Canada as a nation to recognize their loss and thank them for their service and protection. It also provides an assurance to all officers that their families will have support and that they will not be forgotten.

The families of the fallen officers interpret the line of duty death of their loved ones to mean their life was taken away from them. The fallen officers never came back home after their shift. They were killed while working, in car accidents, drowned, stabbed, shot, or gruesomely murdered. Each case of an officer who died in the line of duty is widely known to the public including the smallest and sometimes very personal details involving the fallen. Almost all families of the fallen officers go through very emotional and public trials and inquiries. The public has access to almost all information related to the death of the officer who died in the line of duty. Families of the fallen are often left to deal with the legal system and the person(s) responsible for the death of their loved one. This is an ongoing battle of hearings, trials, acquittals, appeals, re-trials and parole hearings. Families of the fallen officers deal with this for years, reopening their wounds and reliving the worst moments of their life. Adding names of officers who died by suicide would be particularly difficult to those families of the fallen whose loved ones were killed by non-criminally responsible offenders who were dealing with mental health issues at the time of their crime. Some of our fallen died at the hand of suicidal individuals and those families would find it acutely difficult if names of the officers who died by suicide were ever added to the same memorial wall.

Police resources in Canada, 2018

Released at 8:30 a.m. Eastern time in *The Daily*, Thursday, October 3, 2019

Police services' operating expenditures totalled \$15.1 billion in 2017/2018, up 2% from the previous year when adjusted for inflation. In 2018, the number of police officers in Canada declined by 1%.

As in previous years, the vast majority of spending in 2017/2018 was on salaries and wages (86%) and benefits (15%), with other operating expenditures accounting for the remaining 18%.

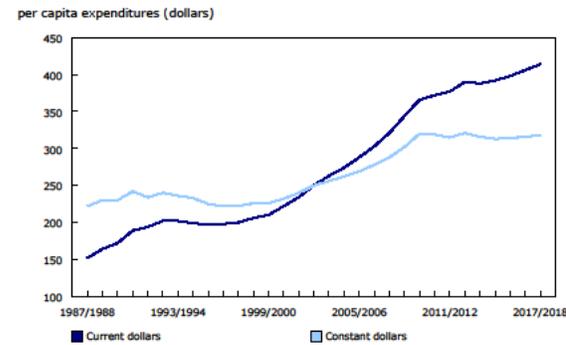
Policing operating expenditures per capita in Canada (adjusted for inflation) were \$318 in 2017/2018. This represents the highest per capita cost since 2012/2013, when such expenditures were \$321.

In addition to salaries, wages, benefits and other operating expenditures, police spent \$868 million in capital funds on items such as vehicle and police equipment, new buildings, and information technology operations. This was the first time capital expenditures were collected as part of the Police Administration Survey.

In 2017/2018, some of the largest cost-drivers for Canada's police services (reported as either operating or capital expenditures) included spending on radios (\$193.0 million); software, applications and computer systems (\$146.7 million); other telecommunication devices (\$85.4 million), and computers and hardware (\$77.7 million). These amounts provide insight into specific costs for police services across Canada.

Detailed analysis is provided in the new *Juristat* article released today, "Police resources in Canada, 2018," and the accompanying infographic, "Police personnel and expenditures in Canada, 2018."

Chart 1
Police expenditures per capita, current dollars and constant dollars, Canada, 1987/1988 to 2017/2018



Note(s): Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1, 2018 estimates using Census 2016 data. Population data have been revised back to 2011. Statistics Canada, Demography Division.
Source(s): Police Administration Survey (3301).

Police Executive Research Forum

An Occupational Risk: What Every Agency Should do To Prevent Suicide Among its Officers

CRITICAL ISSUES IN POLICING SERIES



An Occupational Risk:

*What Every Police Agency Should Do
To Prevent Suicide Among Its Officers*



Summary of Clinical Practice Guidelines for the Treatment of Posttraumatic Stress Disorder in Adults



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American Psychologist

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<http://dx.doi.org/10.1037/0893-9626.74.05.596>

Summary of the Clinical Practice Guideline for the Treatment of Posttraumatic Stress Disorder (PTSD) in Adults

Guideline Development Panel for the Treatment of PTSD in Adults, American Psychological Association

The American Psychological Association (APA) developed a clinical practice guideline (CPG) to provide recommendations on psychological and pharmacological treatments for posttraumatic stress disorder (PTSD) in adults. This paper is a summary of the CPG, including the development process. Members of the guideline development panel (GDP) used a comprehensive systematic review conducted by the Research Triangle Institute–University of North Carolina Evidence-based Practice Center (RTI-UNC EPC) as its primary evidence base (Jonas et al., 2013). The GDP consisted of health professionals from psychology, psychiatry, social work, and family medicine as well as community members who self-identified as having had PTSD. PTSD symptom reduction and serious harms were selected by the GDP as critical outcomes for making recommendations. The GDP strongly recommends use of the following psychotherapies/interventions (in alphabetical order) for adults with PTSD: cognitive-behavioral therapy, cognitive processing therapy, cognitive therapy, and prolonged exposure therapy. The GDP conditionally recommends the use of brief eclectic psychotherapy, eye movement desensitization and reprocessing (EMDR), and narrative exposure therapy (NET). For medications, the GDP conditionally recommends the following (in alphabetical order): fluoxetine, paroxetine, sertraline, and venlafaxine. There is insufficient evidence to recommend for or against offering Seeking Safety, relaxation, risperidone, and topiramate. A subgroup of the GDP reviewed studies published after the systematic review for those treatments that received substantive recommendations; the GDP concluded that future systematic reviews that incorporated those new studies could change the recommendations for EMDR and NET from conditional to strong. For all other treatments, results of the update indicated that recommendations were unlikely to change or that there were no new trials for comparison. The target audience for this CPG includes clinicians, researchers, patients, and policymakers.

Keywords: PTSD, clinical practice guideline, trauma

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Editor's note. The members of the Guideline Development Panel for the Treatment of PTSD in Adults were Christine A. Courtois (chair), Washington, District of Columbia; Jeffrey H. Scaisz (vice-chair), Department of Social Medicine, University of North Carolina at Chapel Hill; Laura S. Brown, Seattle, Washington; Joan M. Cook, Department of Psychiatry, Yale School of Medicine; John A. Fairbank, Department of Psychology and Neuroscience, Duke University; Matthew J. Friedman, Department of Psychiatry, Dartmouth Geisel School of Medicine; Joseph P. Guse, Department of Global Health and Social Medicine, Harvard Medical School; Russell T. Jones, Department of Psychology, Virginia Polytechnic Institute and State University; Annette M. La Graca, Department of Psychology, University of Miami; Thomas A. Mellman, Department of Psychiatry and Behavioral Sciences, Howard University Hospital; John Roberts, Jacksonville, Florida; and Priscilla Schulz, Seattle, Washington. American Psychological Association guidelines staff: Lynn F. Bulka, Rachel Halford, and Howard Kutzman.

This guideline is intended to be aspirational. It is not intended to create a requirement for practice but rather to be a general guide and

facilitate decision making for both provider and patient. It is not intended to limit scope of practice in licensing laws for psychologists or for other independently licensed professionals, nor limit coverage for reimbursement by third party payers. This document was adopted as APA policy on February 24, 2017, and will be reviewed within five years of this date. A decision to sunset, update, or revise the document will be made at that time. For guidance on using this guideline please refer to *Placing Clinical Practice Guidelines in Context*.

The full guideline is available at <http://www.apa.org/ptsd-guideline/ptsd.pdf> (Appendix is available at <https://www.apa.org/ptsd-guideline/appendix.pdf>). The present article is not the formal guideline. In order to meet publication requirements, the order was changed, and some additional content was added.

Correspondence concerning this article should be addressed to Practice Directorate, American Psychological Association, 750 First Street, North East, Washington, DC 20002-4242. E-mail: cpg@apa.org



Australian Government
Australian Institute of Criminology

Trends & issues in crime and criminal justice

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Abstract | Evidence-based policing (EBP) advocates the use of scientific processes in police decision-making. This paper examines results from a survey of officers in the Queensland Police Service and the Western Australia Police on the uptake of and receptiveness towards EBP research. Using a combined dataset, the paper examines a variety of factors related to the perceived value and usefulness of academic and internal research, and individual and organisational barriers to the use of EBP research. It also explores whether leadership and EBP workshops influence the adoption of evidence-based practices.

Evidence-based policing: A survey of police attitudes

Adrian Cherney, Emma Antrobus, Sarah Bennett,
Bevan Murphy and Mike Newman

Introduction

Over the last two decades, policing around the world has sought to develop more efficient and effective practices in response to having fewer financial resources and greater public scrutiny (Weisburd & Braga 2006). In tandem, many policing organisations have built partnerships with academic institutions and researchers to develop new strategies founded on research evidence. The result has given rise to evidence-based policing (EBP)—a perspective that advocates the use of scientific processes in police decision-making (Lum et al. 2012; Sherman 2015). Specifically, EBP involves police using rigorous evaluations and scientific research in a more direct and central way (Rojek, Martin & Alpert 2015). Lum and colleagues (2012) argue that research findings and data analysis should become part of the conversation about how police work to reduce crime, and should guide police decisions about tactics and strategies.

Thus, EBP requires police to become consumers of academic research and to use various scientific methodologies (eg quantitative and qualitative data collection and randomised control trials) to test and guide their responses to crime (Sherman 2015; Stanko & Dawson 2016).



Director Update Highlights

Western Region

Calgary

- facing 7 million dollar cut to budget
- Significant dissatisfaction with current civic government particularly from business community who have seen significant increases to taxes
- Collective Bargaining
 - o City “offered” 2.5 percent rollback year 1 and 2 and no increase for a third year
 - o Portraying this approach as “looking for cooperation from Association”
 - o Subsequent to this offer to police, City approached other Civic unions looking for 5% reductions to wages

- City also pitting wage increases against the potential need for layoffs
- Calgary currently 200 officers short with significant recruiting challenges
- This is all being driven by significant challenges related to a depressed Provincial economy
- New President

Edmonton

- Currently facing complete restructuring of organization driven by new Chief
 - Re-focus on patrol adequate staffing
 - Creating some disruption and conflict
- Facing 5 million dollar cut due to provincial funding cuts
- New Chief looking to establish more “community safety officer” positions
- Bill 122 pension reform legislation introduced by Province – Police largely unaffected however administrative costs increasing
- Troubling case involving member convicted of criminal assault for what was effectively an “assault by trespass”, several aggravating factors

BCPA/Vancouver

- Ongoing staffing issues in Victoria with disagreement between Mayors – Public Safety Minister and Director of Police Services now intervening
- Significant challenges with Police Complaints processes
- IIO proposing onerous guidelines for both subject and witness officers
 - Audio and video taped interviews
 - Re-enactments
 - Discretionary agent or legal counsel involvement
- Collective bargaining ongoing in Vancouver; other municipal departments will follow

Ontario Region

PAO

- Police Act regulations discussions ongoing
- Concern if no agreement government may impose
- Discussion regarding Niagara PA member on member incident – charges withdrawn against one member
- Discussion regarding troubling London case where officers convicted of criminal negligence causing death where a person was transported by the member but turned over to another agency and subsequently died
- Review of Ontario Coroner’s report regarding rash of OPP suicides – discussion regarding recommendations
- Reminder for members to consider nominating worthy recipients from your agencies including association representative

- Collective bargaining
 - o Many agreements expiring
 - o Focus on adequate funding
 - o Member wellness and accommodations
 - o Omers – discussion regarding pension challenges in the plan regarding funding. Governance changes, ratio of retirees to actives

Toronto

- City wide shift scheduling pilots underway
 - o Combination of 11/12 hour shifts
 - o Member driven and created on a “by division” basis
 - o Cost of implementation may become an issue
- Body Worn Cameras
 - o Toronto Police Service wants to deploy widely
 - o Pilot in 23 division involving 200 members

Ontario Provincial Police Association

- Trial involving 3 OPPA executives concluded with an acquittal
- Suffered another suicide – now 14 in four years
- Mental Health Program
 - o Provincially funded
 - o Will include a 24/7 1-800 number
 - o Some issues with RFP delaying launch
- New Commissioner and several new Deputy Commissioners
 - o Has resulted in better collaboration
 - o Currently 900 members short
 - o Looking to update staffing model
 - Add minimum staffing
 - Improve recruiting process
 - o Internal review resulted in 15 recommendations focusing on
 - Mental Health
 - Scheduling
 - Innovation survey – member driven
 - o Workplace culture review ongoing
 - Harassment
- Ontario Coroner’s review

Quebec Region

Quebec Fed

- PTSD and suicide significant issue

- Vicarious trauma and impact
- Moral Injury
- Digital Campaign
 - Started with 900 followers in June 2019
 - 55,000 now

Quebec Provincial Police

- Suicide also a key issue
- Provincial Government have produced a “green book” focusing in a series of areas for further study. Once tabled then will go to committee
 - Training
 - Ethics/Discipline
 - Criminal Investigations
 - Mental Health and Wellness
- Current Provincial government not exactly labour friendly
- While hosting the Prix Policers (awards ceremony) – two suicides and one prevented while person was attempting
- 21 suicides in last 10 years
 - Employer undertaking many initiatives
 - Online awareness program
 - Trying to identify those at risk
 - Focusing on post event response
 - Challenges regarding access to support and service between rural and urban detachments
 - Funding for treatment and support programs; lobbying Prvincial gov’t to fund
 - Currently focused on 26-week program
 - Addictions
 - Domestic violence
 - PTSD/OSI
- Staffing
 - Surete undertaking to hire 480 members
 - Problem is the lag between hiring and actual deployment
 - Looking at new shifting model focusing better quality of life however some challenges

Montreal

- Bill 15 is a provincial bill that proposes to enable government to impose same changes to Montreal pension plan as have occurred for other plans
- Argument has been that Montreal should be exempt however government has tabled a new bill to get around the legal arguments that were available under old bill

Atlantic Region

Halifax (Nova Scotia)

- Collective agreement expiring
- Currently in the middle of association election with 14 members running for 3 spots
- New Chief
 - o Many senior managers have left
 - o So far relationship has not gone well
 - Responded to a number of incident in the media without any consideration of impact on members
 - Has also made a number of policy decisions in a very reactive way that have caused a lot of dissatisfaction
 - Firearms to and from work
 - Street Checks
 - Booking officers found guilty related to an in custody death
- Became part of the provincial worker's compensation scheme beginning in Sept
 - o Creating some challenges with historical claims
- Ongoing service review
 - o Looking at adequate staffing
 - o Concerned that this is an exercise that has pre-determined outcome for fewer personnel
- Nova Scotia SIU update

Royal Newfoundland Constabulary

- Now have their own provincial investigations unit for police involved incidents modeled after Nova Scotia model
- CBA expired – participating in a final offer selection Arbitration
- Discussion regarding case where officer exonerated in a shooting incident but then service seemed to target

New Brunswick Police Association

- Provincial government has arbitrarily changed existing Arbitration (binding) legislation
- No consultation
- Fredericton
 - o New Chief so far quite positive – many long standing grievances resolved
- Bathurst
 - o Arbitration ongoing regarding misconduct case
- Miramachi
 - o Service seems to be targeting member who raised a concerns that a non CPA member was accessing the CPA Chrysler program

Prince Edward Island

- Trying to negotiate new collective agreement
 - o Initial offer for 5 year agreement with no increase in first two years and increases of 1% in remaining three years

- Employer arguing ability to pay
- Discussion regarding member involved shooting and how long items seized in aftermath of shooting held by investigating agency before they are returned to member