



OWEN SOUND POLICE SERVICE

BOARD POLICY

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Rescinds: OSPSB -ADMIN -009 Skills
Development and Learning

A1-002OSPSB Skills Development and Learning

It is the policy of the Owen Sound Police Service Board with respect to skills development and learning that the Chief of Police will:

- a) Prepare, 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;
 - incorporates the implementation of a program to coach or mentor new officers.
 - V. Ensures the development and maintenance of the competence and experience of this Police Service's members is consistent with the *Community Safety and Policing Act* and its *Regulations*, including:
 - criminal investigators;

- members of this Police Service providing investigative support, as required;
 - public order unit personnel; and
 - members of this Police Service providing any emergency response services.
- VI. Emphasizes the importance of organizational learning;
- VII. Addresses the responsibility of members for career development and skills development and learning; and
- VIII. Considers any additional or specific training required to achieve objectives identified in the Strategic Plan.
- b) The Chief of Police shall ensure that any training requirements prescribed by the Minister are satisfied and report annually to the Board.

John Thomson
Chair

December 18th, 2024
Date

K. Wardell
Board Secretary

December 18th, 2024
Date