

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division and Public Safety Training Division

**SUBJECT:** **Training on Policing Functions under the *Police Services Act***

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Further to All Chiefs Memos 20-0042 and 20-0045, as part of the Ministry of the Solicitor General's (ministry's) efforts to support policing personnel during COVID-19, I would like to provide you the following information with respect to required training for specialized policing functions under the *Police Services Act* (PSA).

As you may be aware, O. Reg. 266/10 (Suspect Apprehension Pursuits), O. Reg. 354/04 (Major Case Management), O. Reg. 3/99 (Adequacy and Effectiveness of Police Services), and O. Reg. 58/16 (Collection of Identifying Information in Certain Circumstances - Prohibition and Duties) under the PSA impose training obligations for specialized policing functions.

### **Initial Training**

Initial training under the PSA is an important requirement that ensures policing personnel have basic training for the performance of policing functions. The following specialized policing functions require initial training for policing personnel pursuant to one of the above-named regulations:

- Suspect Apprehension Pursuit;
- Certain functions identified in the Major Case Management Manual;
- Communication and dispatch, including supervisory roles;

- Criminal Investigations;
- Forensic Identification;
- Scenes of Crime Analysis;
- Hostage Rescue Team;
- Containment Team;
- Tactical Units;
- Major Incident Command;
- Crisis Negotiations; and
- Collection of Identifying Information in Certain Circumstances.

Please note that O. Reg. 3/99 also requires those performing some other specialized policing functions to have the knowledge, skills and abilities to perform the function (e.g., public order units, explosive forced entry technicians and explosive disposal technicians). Furthermore, if a police services board is responsible for court security, court security personnel are also required to have the knowledge, skills and abilities to perform this function.

For the safety of members of the public and policing personnel, the ministry is not making changes to initial training requirements under the regulations at this time. It is important that policing personnel gain the necessary skills to perform the functions in a safe and appropriate manner.

### **Ongoing Training Requirements**

With respect to ongoing or maintenance training, except for section 11 in O. Reg. 58/16, there are no prescribed requirements for such training in the aforementioned regulations.

The determination with respect to requalification is, generally, a decision left up to the discretion of police services board and chiefs of police. The ministry recommends different time periods for requalification training through various guidelines under the Policing Standards Manual (e.g., ER-002 – Tactical Units). These guidelines are intended to be a starting point for police services boards and chiefs of police in evaluating the professional development needs of their various policing personnel for the performance of policing functions. Police services boards and chiefs of police should evaluate the feasibility of adhering to those best practice guidelines based on several factors, including the declared provincial emergency for COVID-19, requirements in collective agreements, occupational health and safety, and the period in which academic research shows unused skills diminish.

For the requirement in O. Reg. 58/16, the ministry recommends the continuation of that ongoing training requirement given that this training is delivered virtually by the Ontario Police College. The ministry believes that such refresher training will enhance the skills of policing personnel and support outcomes that improve interactions between policing personnel and members of the public.

Where it is practical and safe to do so, police services boards and chiefs of police should continue to mandate the delivery of ongoing and maintenance training for all relevant policing functions. If your police service intends to suspend your current practices for training requalification on specialized policing functions, where they are not required by law, I encourage you to consult your police services board and make that determination jointly. In addition, you may wish to engage your local police association on this matter.

The ministry also recommends that at the conclusion of the provincial emergency all policing personnel update any of their expired training and continue to undergo professional development at a frequency that enables them to perform policing functions competently.

**Training Requirements under the *Criminal Code (Canada)* and the *Occupational Health and Safety Act***

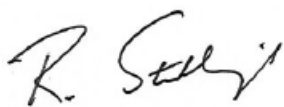
The requirements for training for some policing functions are mandated through federal law and cannot be modified by the province. For example, section 1 of the *Evaluation of Impaired Operation (Drugs and Alcohol) Regulations* (SOR/2008-196) under the *Criminal Code* provides that an evaluating officer must be a certified drug recognition expert accredited by the International Association of Chiefs of Police (IACP). As a result, training modules and frequency established by the IACP govern whether policing personnel are qualified to perform the function. Any changes to this requirement would have to be done by either the federal government or the IACP.

The Ontario Provincial Police is the provincial coordinator for the Drug Recognition Evaluation and Classification Program and is currently working with the Royal Canadian Mounted Police to address training and certification issues associated with this program. If you have any questions related to this, please contact Staff Sergeant Shauna Tozser at [Shauna.Tozser@opp.ca](mailto:Shauna.Tozser@opp.ca).

The *Occupational Health and Safety Act* also requires training for particular marine operations. For example, O. Reg. 629/94 (Diving Operations) requires up-to-date training certification in cardio-pulmonary resuscitation, oxygen administration and first aid. The required training has to meet certain standards (e.g., certification for oxygen administration for S.C.U.B.A. diving injuries is required to be from the Divers Alert Network or an organization that offers equivalent training).

I trust that this will be of assistance.

Sincerely,



Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division and Public Safety Training Division